

SOCIAL JUSTICE

Dismantling systems of privilege and oppression at the individual, interpersonal, institutional, and cultural levels to create a more just society.

CONCEPT	DEFINITION	STRENGTHS & POSITIVE USES	CHALLENGES & LIMITATIONS
Equality	Everyone gets the same thing. Everyone gets treated the same way.	Things are “fair.” e.g. Teachers use a randomized system to call on students, such as picking from popsicle sticks with students’ names on them.	Falsely assumes everyone is the same. Does not address individuals’ specific needs. Does not acknowledge that people hold biases, prejudices, and stereotypes (conscious & unconscious).
Equity	Everyone gets what they need.	Differences are not a hindrance to access. e.g. Students get different supports and resources based on their specific needs and skills. For example, low-income students are provided with free lunch.	Does not (necessarily) lead to systemic change or interrupt the existing power structures. May be difficult or impossible to do at scale. May be stigmatizing.
Diversity	Variety of people, voices, attributes, identities, and ideas.	Representative of the broader community & society. e.g. Young people from many different backgrounds (races, classes, genders, sexual orientations, religions, abilities, etc.) participate in an afterschool club.	Does not (necessarily) lead to systemic change or interrupt the existing structure of power. Marginalized groups often burdened (tokenized, forced to assimilate, confronted with microaggressions, biases, prejudices, etc.) for the benefit of dominant groups.
Inclusion	All people feel respected, heard, valued, and understood, particularly those from marginalized groups.	Diverse groups feel a sense of belonging. Relationships can be built across difference. e.g. School is actively restructuring their practices so that groups that have been historically marginalized have voice. For example, paraprofessionals are asked to co-plan and co-lead a meeting on curriculum.	Requires systemic change and an interruption of existing cultural norms. Does not (necessarily) challenge existing power structures.
Social Justice	Equality, Equity, Diversity & Inclusion are utilized as needed to dismantle systems of privilege and oppression.	Social identities and group belonging do not determine access, opportunity, resources or power. Groups are not stigmatized. e.g. Access to quality nutrition is seen as an issue of justice, so everyone is provided with free, healthy lunch.	Requires systemic change and an interruption of existing power structures and cultural norms. May be impossible to achieve.

