**Diversity** asks, "Who's in the room?"

**Equity** responds, "Who is trying to get in the room but can't? Whose presence in the room is under constant threat of erasure?"

**Inclusion** asks have everyone's ideas been heard?

**Justice** responds "Whose ideas won't be taken as seriously because they aren't in the majority?"

**Diversity** asks, "How many more of [pick any minoritized identity] group do we have this year than last?"

**Equity** responds, "What conditions have we created that maintain certain groups as the perpetual majority here?"

**Inclusion** asks, "is this environment safe for everyone to feel like they belong?"

**Justice** challenges, "Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?"

Source: facebook.com/unitecloud