

Diversity & Inclusion Asks...	Equity & Social Justice Responds...
Who is in the room?	Who is trying to get in the room but cannot? Whose presence in the room is under constant threat of erasure or minimization?
Have everyone's ideas been heard?	Whose ideas will not be taken seriously because they aren't in the majority?
How many more of [pick any minoritized identity group] do we have this year than last?	What conditions have we created that maintain certain groups as the perpetual majority here?
Is this environment safe for everyone to feel like they belong?	<i>...challenges:</i> Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining their dehumanizing views?
Isn't it separatist to provide funding for safe spaces and separate student centers?	<i>...answers:</i> What are people experiencing that they do not feel safe when isolated and separated from others like themselves?
We had a Black Lives Matter activist here last year, so this year we should invite someone from the alt-right. Wouldn't it be great to have a panel debate Black Lives matter?	<i>...answers:</i> Why would we allow the humanity and dignity of people to be the subject of debate or the target of harassment and hate speech?
<i>Celebrates...</i>	<i>Celebrates...</i>
... increasing population numbers that still reflect minoritized status in the community; incremental growth and change.	... reductions in harm, revisions to abusive systems and increases in supports for people's life opportunities as reported by those most impacted.
... awards for initiatives and credits itself for having a diverse candidate pool.	... getting rid of practices and policies that have disparate impacts on minoritized groups. Increase in number, retention, success and leadership of people of color.