the pathfinder network

WHAT IS DEIJB?

Diversity · Equity · Inclusion · Justice · Belonging

DIVERSITY

Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender—the groups that most often come to mind when the term "diversity" is used—but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.

EQUITY

Fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources.

INCLUSION

Radically including the voices, experiences, wisdom and insight of our partners, clients, and community members in determining the pathways The Pathfinder Network will take in pursuing or advocating for change.

JUSTICE

The pursuit of justice based upon ending racism and creating more equitable outcomes for the most impacted. It is not just the absence of racism but the creation of systems and supports to achieve racial equity.

BELONGING

Belongingness is the human emotional need to be an accepted member of a group. Whether it is family, friends, co-workers, a religion, or something else, some people tend to have an 'inherent' desire to belong and be an important part of something greater than themselves.