



Living Glossary of Terminology

These definitions are currently being utilized by the North American Association for Environmental Education Affiliate Working Group and are the definitions we utilize as an organization. Updates may be made based on input from the Affiliate Network Equity and Inclusion work group. (December 2021)

Accessibility is giving equitable access to everyone along the continuum of human ability and experience. Accessibility encompasses the broader meanings of compliance and refers to how organizations make space for the characteristics that each person brings. (Alliance of America Museums)

Diverse/Diversity – The demographic mix of a specific collection of people, taking into account elements of human difference. (e.g., racial, and ethnic groups, income, spectrum of built environment settings (rural to urban), faith communities, LGBTQ+ populations, people with disabilities, gender, relationship to the natural environment) (DEIJ in Action Guide).

Equity: the fair treatment, access, opportunity, and advancement for all people, while also striving to identify and eliminate barriers that have prevented the full participation of marginalized groups. (UC Berkeley Initiative for Equity, Inclusion, and Diversity).

Inclusion: the act of creating environments in which any individual or groups can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences, and offers respect in words and actions for all people (UC Berkeley Initiative for Equity, Inclusion, and Diversity).

Inclusion: Celebrating, centering, and amplifying the perspectives, voices, values, and needs of people who experience systemic barriers, mistreatment, or disadvantages based on their identities in order to ensure they feel a sense of belonging. Inclusion is not merely tolerating or accommodating differences; it's about actively valuing and honoring it. (Avarna Group)

Social Justice - a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and the society as a whole (Adams, Bell and Griffin).

Environmental justice is the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. (EPA)