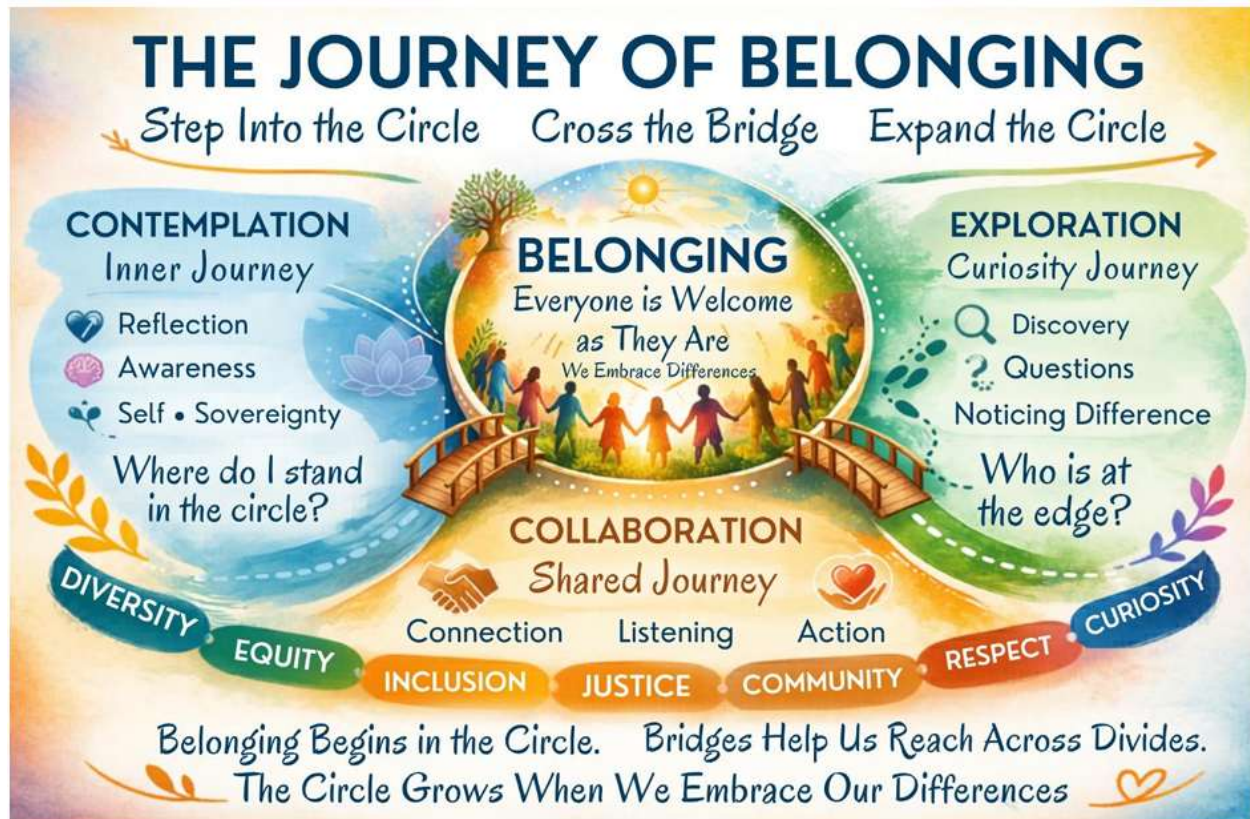




The Diversity, Equity, Inclusion Committee of the Centers for Spiritual Living invites you to join us on a Journey of Belonging.

All journeys have a beginning and a path. Some journeys have an end. We believe the journey of belonging has many paths and no end. This Program offers three paths: Contemplation, Exploration, and Collaboration. Each card offers a different activity to explore the path.

We encourage you to interact with friends you haven't met yet. We invite you to view inclusion and belonging through a different lens than you might be accustomed to. Expand your circle and become an ambassador of Belonging.

*These Definitions are reprinted from CSL's "**Embodying Our Global Vision Student Guide**" pages 9-10*

You may have encountered diversity, equity, inclusion, justice, and belonging before. There are many different definitions of these terms. For clarity, below are the ways we will define these terms in this program.

Diversity is the presence of differences within a given setting. In humans, these differences can include a wide range of characteristics such as race, ethnicity, gender, age, sexual orientation, ability, socioeconomic status, religion, nationality, and more. In the context of DEIJB (Diversity, Equity, Inclusion, Justice, and Belonging), diversity acknowledges that people bring unique perspectives, experiences, identities, and backgrounds, and that these differences enrich communities, organizations, and society as a whole. Importantly, diversity is a fact, not a value or an action. Recognizing diversity is foundational, but on its own, does not ensure equity or inclusion.

Equity recognizes existing structural imbalances and injustices and acknowledges the need to rectify them. Equity is a process; as we learn more, we make new adjustments. It's like wheel balancing and alignment on a vehicle; with driving, wheels need to be rebalanced and realigned.

While equity and equality are often conflated, they are different. Equality is the state or quality of being equal. Equality means each person or group of people is given the same resources or opportunities. Equity is the quality of being fair or impartial and is often more complicated than equality. People may disagree about what is "just" or "fair". Distribution and access to resources may be inequitable, or marginalized groups may be dismissed. Equity recognizes each person has different circumstances and allocates the resources and opportunities needed tailored to the needs of the individual or group. While it may seem like equality is all that is needed—treat everyone equal and they will have equal opportunities—the truth is, social and cultural systems have inequity built in, therefore true equity will require redistribution and systemic change. Social systems have been intentionally designed to reward specific groups of people for so long that the system's outcomes may

be invisible or appear unintentional but are actually rooted in discriminatory practices and beliefs. Equity takes into account systemic and historic differential treatment of various groups of people.

Inclusion means everyone is valued for who they are, as they are. It is about people feeling included as whole people, welcomed for all of who they are without being asked to change or hide parts of themselves to fit in. The practice of inclusion is actively engaging, welcoming, inviting, and acknowledging people who haven't historically been in the circle of power, creation, and choice.

Justice requires us to challenge inequities within an organization or a culture, but it is more than this. To be effective, justice must involve acknowledging past harm, even if we weren't directly involved in creating the harm, working to repair it, creating equitable policies, and committing to continual review and reflection. Justice needs to center the views of those who have been and/or continue to be marginalized. Justice also needs to examine the "why" of past harms so we can understand how they came to be and what work is required to make changes. Justice includes restoration, reconciliation, and accountability for past wrongdoing and present day just action to promote inclusion, equity, and belonging now and in the future.

Belonging is the sense of security and safety someone feels when they are welcomed, included, and valued within a community or organization for all of who they are, as they are, without being expected to change to fit in. It goes beyond simply being present in a space. It means being recognized, heard, and supported without needing to conform or hide aspects of one's identity. Belonging is fostered through intentional inclusion, equitable practices, and the creation of environments where all people feel safe, seen, and empowered to participate fully.

Centers for Spiritual Living has a Global Vision, a statement about the world we envision. A vision isn't reality; it's an aspiration or goal. To bring this vision into reality, we commit ourselves to "walk our talk" and practice DEIJB in our daily lives.

CSL Global Vision:

We envision all people, all beings, and all life as expressions of God.

We see a world in which each and every person lives in alignment with their highest spiritual principle, emphasizing unity with God and connection with each other; a world in which individually and collectively we are called to a higher state of consciousness and action.

We envision humanity awakening to its spiritual magnificence and discovering the creative power of thought; a world where each and every person discovers their own personal power and ability to create an individual life that works within a world that works for everyone.

We envision a world in which we live and grow as One Global Family that respects and honors the interconnectedness of all life; a world where this kinship with all life prospers and connects through the guidance of spiritual wisdom and experience.

We envision a world where personal responsibility joins with social conscience in every area of the political, corporate, academic, and social sectors, providing sustainable structures to further the emerging global consciousness.

We envision a world where each and every person has enough food, a home and a sense of belonging, a world of peace and harmony, enfranchisement and justice.

We envision a world in which resources are valued, cared for, and grown, and where there is generous and continuous sharing of these resources.

We envision a worldwide culture in which forgiveness (whether for errors, injustices, or debts) is the norm. We envision a world which has renewed its emphasis on beauty, nature, and love through the resurgence of creativity, art, and aesthetics.

We envision a world that works for everyone and for all of creation.