

Kimmel Belonging and Engagement Hub

Shared Language

Accessibility – The design and composition of an environment so that it can be accessed, understood, and used to the greatest extent possible by all people regardless of their age, size, ability or disability.

Antiracism – The practice of actively identifying and opposing racism. The goal of anti-racism is to actively change policies, behaviors, and beliefs that perpetuate racist ideas and actions. (2)

Belonging – An innate human need to belong to something larger than ourselves. As an action, belonging welcomes, supports, respects, and allows people to bring all of who they are to the space.

Cultural Humility - A process of reflection and lifelong inquiry, that involves examining one's biases and demonstrating respect for and equally valuing other people's backgrounds and experiences.

Diversity – Having a variety of racial, sexual, gender, class, religious, ethnic, abled, and other social identities represented in a space, community, institution, or society. (2)

Dis/Ability - The word disability, when spelled without the slash, means that the person is identified by their disability, by what they cannot do. When slashed, this reminds people that people are identified by what they can do.

Empathy – The ability to emotionally understand what other people feel, see things from their point of view, and imagine yourself in their place.

Equality – Everyone gets the same thing and number of things (i.e.: fairness = sameness). Assumes no differences in starting points or obstacles to the same end goals. Also assumes we all have the same end goals.

Equity – Everyone gets what they need (i.e., fairness = responsiveness). Achieving equity requires ensuring that those most impacted by a system of injustice are the face of the solution.

Inclusion - “Every person who loves to harmonize has a place in our family” (1) or empowering and positively promoting everyone's talents, integrity, and dignity. Inclusion allows each person to reach their fullest and most authentic potential and capabilities.

1. Barbershop Harmony Society (2019). Radical Inclusion. Retrieved from <https://www.barbershop.org/what-is-radical-inclusion>
2. Boston University's Community Service Center