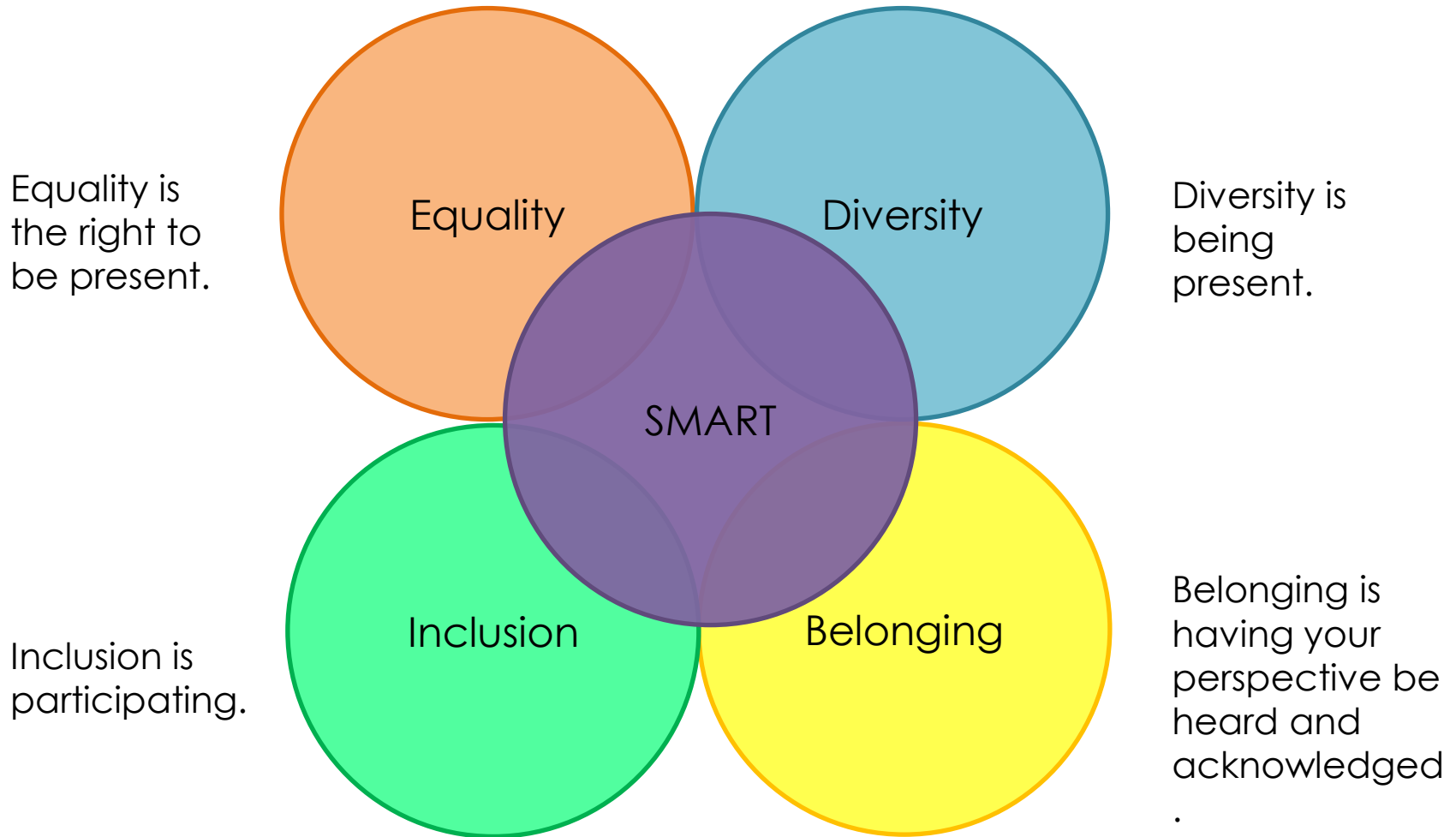


# San Diego SMART Supports



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**Equity** – The creation of opportunities for historically underrepresented populations to have equal access to and participate in programs. Harassment awareness for any protected category without denial of reasonable accommodation that a participant needs.

**Diversity** – Individual differences based on identities which may include, but are not limited to race/ethnicity, class, gender and gender expression, learning styles, life experiences, religious beliefs, country of origin, disability, sexual orientation, marital status, parental status, status as a veteran, age, education level, experiences within the judicial system, and personality.

**Inclusion** – The active, intentional, and ongoing engagement to ensure individuals are given all opportunities to connect and feel welcome. Increasing one's awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact with and affect (and are affected by) systems and institutions.

**Belonging** – When someone can be their full true self, feeling security, with support of acceptance, inclusion, and identity as a member within the group. This is when an individual is emotionally safe to be vulnerable and courageous within the group.