



ISMETA

International Somatic Movement
Education & Therapy Association

LEADERSHIP COUNCIL

Ford Foundation's definitions for the terms "diversity, equity and inclusion"

Diversity is the representation of all our varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.), collectively and as individuals. We seek to proactively engage, understand, and draw on a variety of perspectives. We believe that the solution to the problems we hope to address through our grant making can be found by affirming our similarities, as well as by finding value in our differences.

Equity seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. We believe this is only possible in an environment built on respect and dignity.

Inclusion builds a culture of belonging by actively inviting the contribution and participation of all people. We believe every person's voice adds value, and we strive to create balance in the face of power differences. We believe that no one person can or should be called upon to represent an entire community.

Examples of DEI statements from the Hakomi Institute and the California Institute of Integral Studies.

<https://www.hakomica.org/about-us/diversity-equity-and-inclusion>

<https://www.ciis.edu/student-resources/diversity-and-inclusion>