

continues today due to rising prices and gentrification of historically Black neighborhoods.<sup>21</sup> We acknowledge that systemic racism impacts the opportunities, resources, and economic well-being of many in our community. To those in our community who have experienced the pain of racism, we stand in solidarity with you.<sup>22</sup>

**Privilege:** the advantages that an individual receives from belonging to a certain social identity group; the opposite of belonging to groups that are systematically and simultaneously oppressed.<sup>23</sup> White privilege refers to the unearned power that White people experience simply because they are White, in which they will never experience racism or other forms of discrimination because of the color of their skin. In addition to White privilege, one can have male privilege, heterosexual privilege, cisgender privilege, able-bodied privilege, class or wealth privilege, and more. If you are privileged in certain ways, it does not mean that you have never faced hardships in your life. Rather, having privilege means that you are not being discriminated against in a number of ways because of your social identity or identities. If you have privilege, you have benefited from it whether you wanted to or not. If you have lived experiences with mental health and/or addiction issues and are on your journey to recovery, you have likely experienced significant pain and struggle and it is a privilege to *not* live with these challenges.

**Social justice:** justice and fairness as it manifests in society -- in education, healthcare, employment, housing, and in the distribution of wealth, opportunities, and privileges.<sup>24</sup> Social justice includes human rights, access to resources, political participation, and equity. Racial and gender equity, LGBTQ+ rights, and environmental justice are examples of social justice.

**Equity:** involves understanding the barriers or privileges afforded to different groups, how these create different circumstances and needs, and how resources and opportunities should be allocated in different ways (because of these different circumstances) to create equal outcomes for all in the community. This is different from **equality**, in which all groups are given the same resources and opportunities, regardless of circumstances or needs.<sup>25</sup>

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<sup>21</sup> Alana Semuels. "The Racist History of Portland, the Whitest City in America." *The Atlantic*, July 22, 2016. <https://www.theatlantic.com/business/archive/2016/07/racist-history-portland/492035/>

<sup>22</sup> "MHA AO's Commitment to Change." MHA AO DEI Initiative, 2021. <https://www.mhaoforegon.org/dei-initiative>

<sup>23</sup> "What is intersectionality and privilege?" *Surrey Place*, February 18, 2021. <https://www.surreyplace.ca/what-is-intersectionality-and-white-privilege/>

<sup>24</sup> "What does social justice mean?" *Human Rights Careers*. <https://www.humanrightscareers.com/issues/what-does-social-justice-mean/>

<sup>25</sup> "Equity vs Equality: What's the Difference – Examples and Definitions." *United Way of the National Capital Area*, June 22, 2021. <https://unitedwaynca.org/stories/equity-vs-equality/>