

Hunter Haerberle excerpt:

Many times, people with needs outside of the norm are spoken over, or assumptions are made for them. The best way to be equitable is to address each individual as their own set of circumstances and needs in order to create an inclusive and efficient work environment. ... Inherently the world is inaccessible, with barriers put up to dissuade the many groups of disabled people, but when the world stops hiding us away behind these, I hope that will allow for wider representation and inclusion of all.

Wajid Ali excerpt:

A central notion to equity requires deliberate endeavors to understand and counter historical prejudices, systemic inequities, and underrepresented perspectives. ... Unions practicing active listening and engagement can establish open dialogues and feedback mechanisms to ensure all members' voices are heard, provide and help achieve workplace justice for all union members. ... Thus, unions should also engage in continuous evaluation to regularly assess the impact of equity initiatives to ensure they address disparities without creating new inequalities. This demands meticulous contemplation, well-considered policies, and persistent assessment to engender a society characterized by both fairness and inclusiveness for all.