

Equity & Non-Discrimination Statement

According to *Webster's Dictionary*, “equity” is defined as, “fairness or justice in the way people are treated often; freedom from disparities in the way people of different races, genders, etc. are treated.”

Adversity seems to be an aspect of living that is difficult to avoid—no matter who, what, where or when you are experiencing life. Still, some individuals, ethnicities, families, groups and cultures face additional challenges, restrictions and/or barriers to living a full life because of who they are, how they appear to the world, where they are located (see Social Determinants of Health to learn more) or because aspects of their identity challenge the status quo.

In some instances, this hardship has been curated intentionally through legal, justice and economic systems, public policy, work-place procedures, among other ways that we design and construct our physical and social realities (such as schools, neighborhoods, congregations, etc.)

One's experience with inequity is likely multi-layered. Our various identities can be a blessing in one area of life and a barrier in another. We are all navigating various levels of privilege, power, marginalization, and belonging.

History, generational trends and the socio-political environment impact individual and collective well-being. However, each one of us houses a unique capacity that surpasses any label, identity, title, experience, or limits that the world (or our own selves) may try to impose, and each one of us gets a choice in how we proceed with that knowledge.

Groups that have been targeted and/or those who may experience some extra layers of hardship or adversity, include:

- Black, Indigenous or non-white communities
- Women or femininity
- The LGBTQIA+ community
- Poverty and/or low-income communities
- Currently or formerly incarcerated people
- People experiencing trauma
- Education and/or literacy level
- Relationship status and/or polyamorous
- Immigration status and/or languages spoken (or not spoken)
- Young and/or elderly people
- People with disabilities and/or those experiencing health concerns
- Neurodivergent people

Updated 9/13/26

- People with mental and/or personality disorders
- Housing and/or food-insecure communities
- Veterans
- Members of minority belief systems
- Other marginalized groups and/or populations

If you feel that Quiet Storm has overlooked some aspects of in/equity that ought to be included here, please feel free to reach out and let us know! Our work towards promoting equity, diversity, and inclusion is never complete, and we welcome tough conversations that help us become better informed in this effort.

Quiet Storm is an Equal Opportunity business and prohibits discrimination or harassment of any kind based on race, color, religion, sex, sexual orientation, gender identity, national origin, disability, genetic information, age, or any other protected status.