



Easy Read Edition

ASAN Equity Plan

Part 1: Introduction

Words to Know in Part 1



Anti-racism

When you keep working to get rid of racism.



Discrimination

Treating people badly because of who they are.



Equity

Fairness.



Organization

A group of people who do work to change or fix a problem.



People of Color

People who are not white.



Racial Justice

A way of treating people of color fairly



We are the Autistic Self Advocacy Network. The Autistic Self Advocacy Network is also called ASAN.



ASAN is an **organization** run by autistic people and for autistic people.



An organization is a group of people who do work to change or fix a problem.



We are working on **equity**. Equity means fairness.



This is our equity plan. An equity plan is a tool that we will use to tell us how to be more fair in our work.



A lot of our equity plan has to do with making **racial justice** a part of all our work.



Racial justice is a way of treating **people of color** fairly.



People of color are people who are not white. For example, Black and Indigenous people.



Racial justice means making sure people of color have the same access to resources as white people.



Racism in the past and today has harmed people of color.



Racial justice means making changes to fix that harm.



Discrimination means treating people badly because of who they are.



Racial justice is more than getting rid of discrimination.



Racial justice is making sure there are new plans to make sure things are fair.



Racial justice is part of disability rights.



Many people of color have disabilities.



Racism is connected to ableism.



Anti-racism means you keep working to get rid of racism.



You have to fight against racism every day.



ASAN wants to become an anti-racist organization.



We want to make sure all of our work is anti-racist and equitable.



That's why we made this equity plan.