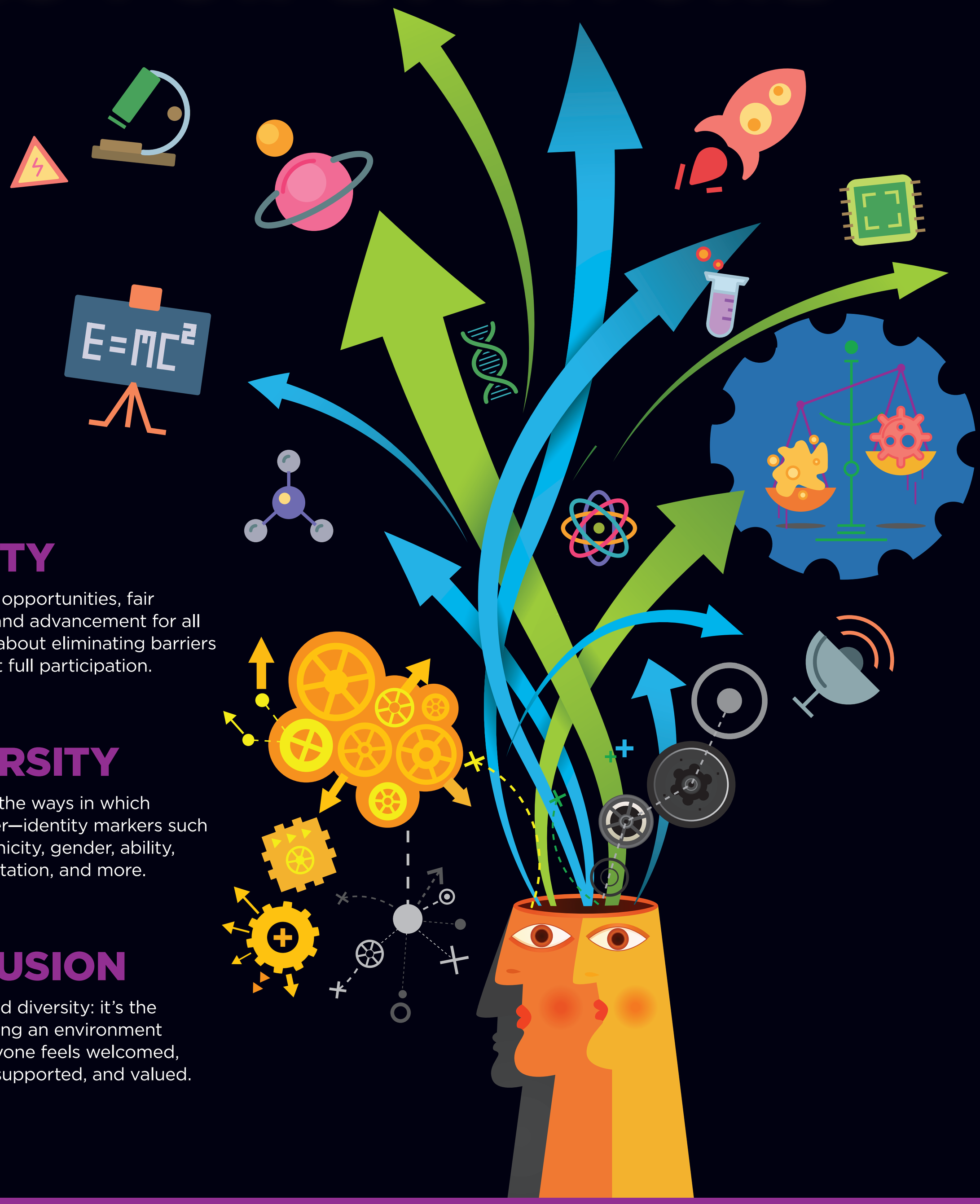
# SCIENCE
# IS FOR EVERYONE




## EQUITY

Is access to opportunities, fair treatment, and advancement for all people; it's about eliminating barriers that prevent full participation.

## DIVERSITY

Includes all the ways in which people differ—identity markers such as race, ethnicity, gender, ability, sexual orientation, and more.

## INCLUSION

Goes beyond diversity: it's the act of creating an environment where everyone feels welcomed, respected, supported, and valued.

spie.org/inclusion

SPIE. EQUITY DIVERSITY INCLUSION