



Association for the Improvement  
of American Infrastructure

*Together, we move P3s forward.*

## Diversity, Equity, Inclusion & Justice (DEI&J)

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**Simply stated** – Diversity, Equity, Inclusion and Justice (DEI&J) make America’s communities stronger by ensuring fair, equitable and accessible project benefits to communities across the country. Each piece of DEI&J transcends all areas of a project and serves an important role in its overall success. The P3 project delivery model promotes understanding of DEI&J for project decision-makers, including its risks, opportunities, and potential for making lasting positive change.

The following includes basic definitions of each component of DEI&J:

**D**

**Diversity** recognizes and embraces the differences between a project’s communities based on such characteristics as ethnicity, socioeconomic status, gender, age, disabilities, religion, and more. P3 projects promote diversity by offering unique opportunities to the diverse communities they serve.

**E**

**Equity** refers to a project’s benefits to socially and economically disadvantaged communities, and to what extent those benefits create positive, long-term social and economic change. The P3 project delivery model brings multiple stakeholders to the table and helps ensure project Equity Excellence from the very start.

**I**

**Inclusion** values and incorporates the diverse perspectives and ideas of a project’s communities by creating opportunities and influence from a broad range of participants. By design, P3 promotes inclusion through inclusive planning, design, construction and post-project delivery.

**J**

**Justice** in transportation projects builds upon the equity concept by promoting substantive social change for socially and economically disadvantaged communities through a project’s opportunities and impacts. |P3 considers impacts beyond its immediate communities and accounts for a project’s overall results towards building a more fair, just and equitable environment for everyone.