

Getting Started- What is Diversity, Equity, and Inclusion?

Diversity

Diversity refers to the myriad ways in which an individual differs and the impact these differences may have on the given experience of an individual. It refers to the wide range of intersectional identities including but not limited to: race, ethnicity, class, gender, age, sexual orientation, country of origin, physical or cognitive abilities, marital status, language, religion, education, socioeconomic status, veteran status, size, etc., It also involves different ideas, perspectives and values.

Equity

Equity is the fair treatment, access, opportunity and advancement for all people, while at the same time actively striving to identify and eliminate barriers that prevent the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced, and often systemic conditions is necessary to provide equal opportunities to all individuals.

Inclusion

Inclusion is the ongoing, iterative, and constructive process of creating an environment in which an individual or group is welcomed, respected, supported and valued as a fully participating member. While diversity is an important aspect of inclusion, diversity alone is not indicative of an inclusive environment. Rather, inclusion is an active and intentional process of reflection, change, and improvement with the goal of ensuring all individuals feel a sense of belonging.