Terms and Definitions for Diversity, Equity and Inclusion

From: Access, Equity and Belonging Committee

Diversity

Our different identities such as age, race, ethnicity, socio-economic status, physical and mental ability, gender, sexual orientation, spiritual practices, employment status, geographic location and other Characteristics.[5]

Inclusion

Moves beyond simply having diversity within a space and toward creating an equitable environment where the richness of ideas, backgrounds, and perspectives are harnessed. Inclusion is the act of creating a space where each person is authentically valued, respected and supported.[2] [5]

Culture

The shared experiences of people, including their languages, values, customs and worldviews.[1] [3] [5]

Equity

When a person or group receives the unique resources and opportunities needed to reduce or eliminate the barriers.[5]

Equality

When each member of a society or group receives the same resource or treatment regardless of what may be needed to achieve a desired outcome.[10] [5]

Culturally Relevant Teaching

Teaching practices that use the cultural knowledge, viewpoints, and social conditions of our participants to make our programs more relevant.[5]

Stereotype

Generalized beliefs and expectations about members of certain groups that often lead to judgement without cause.[5]

Implicit Bias

The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.[5]

Oppression

The discrimination of one social group for the benefit of another.[5]

Social Justice

The act of distributing power, resources, opportunity, societal benefits and protection in a way that is equitable for all members of society.[5] [2]

Intersectionality

The notion that identities such as gender identity, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals' lives, in society, in social systems, and are mutually constitutive.[5] [9]