

## KEY TERMS:

### **DIVERSITY**

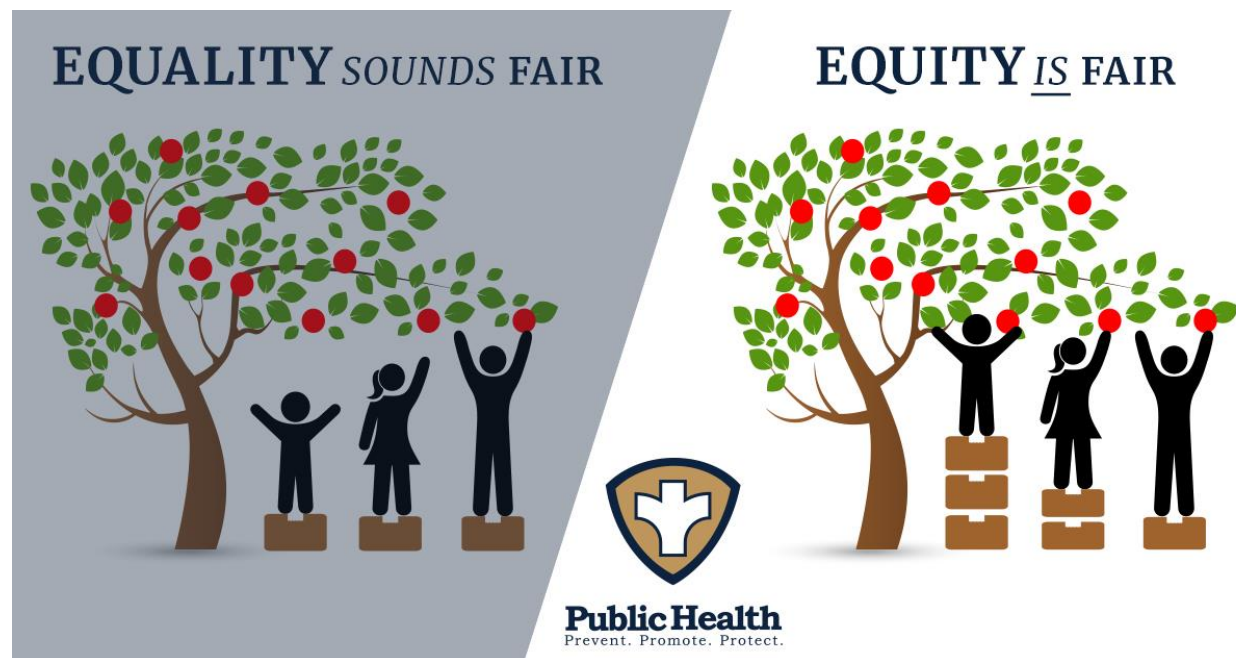
Diversity is the presence of difference within a given setting including but not limited to race, color, ethnicity, nationality, religion, socioeconomic status, veteran status, education, marital status, language, age, gender, gender expression, gender identity, sexual orientation, mental or physical ability, genetic information and learning styles. You can have, for example, a diversity of species within an ecosystem, a diversity of clothing brands in your closet, or a diversity of opinion or experiences.

### **INCLUSION**

Inclusion is about folks with different identities feeling and/or being valued, leveraged, and welcomed within a given setting (e.g., your team, workplace, or industry). A past participant of mine shared with me the wise words of longtime DEI educator Verna Myers: “Diversity is being asked to the party. Inclusion is being asked to dance.”

### **EQUITY**

Equity is an approach that ensures everyone access to the same opportunities. Equity recognizes that advantages and barriers exist, and that, as a result, we all don't all start from the same place. Equity is a process that begins by acknowledging that unequal starting place and continues to correct and address the imbalance.



## **CULTURE**

Culture is a way of life of a group of people--the behaviors, beliefs, values, and symbols that they accept, generally without thinking about them, and that are passed along by communication and imitation from one generation to the next.

## **ETHNICITY**

Ethnicity is a social construct which divides people into smaller social groups based on characteristics such as values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base.

## **EQUALITY**

Equality is evenly distributed access to resources and opportunity necessary for a safe and healthy life; uniform distribution of access that may or may not result in equitable outcomes.