

Diversity, Equity, and Inclusion

Quick Reference Sheet



Defining Diversity, Equity, and Inclusion

Diversity, equity, and inclusion (DEI) represent an important movement within society and growing organizations. Collectively, DEI will create an environment where individuals feel supported and welcomed, and are given the resources needed to succeed, regardless of their background, identity, or differences.

Since diversity, equity, and inclusion all represent a different type of change, it's valuable to look at each term individually:

Diversity: The ways in which individuals are different, both visibly and invisibly. This includes characteristics, experiences, opinions, and personalities. Diversity in the workplace is the practice of valuing differences of social and ethnic backgrounds, gender, sexual orientation, age, language, education, religion and more.

Equity: Creating fair access and respectful treatment. Equity does not mean that everyone is treated the same, but rather treated according to individual needs. It is the process, whereas equality is the result.

Inclusion: Ensuring a safe space of belonging, support, and respect. In an inclusive environment, every individual feels valued and all voices are heard.



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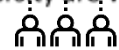
Dimensions of Diversity



Our diverse world is made up of many values, cultures, and ways of interacting with others. Workplace diversity recognizes and values differences. A workplace culture is determined by its employees and the diverse traits, abilities, and backgrounds that are present. These traits help to set people apart from one another. A team that is built with diverse individuals is one that is creative and successful. There are many kinds of diversity that can be found with the

- Ethnic Diversity

if diversity are visible,



- Gender Diversity

ons of diversity include:



- Age Diversity



- Sexual Orientation



- Socioeconomic background



- Religion Diversity



Defining Microaggressions

Inclusive Language

Language is a powerful tool; the words and phrases that we use matter. It's important that we recognize the importance of our words and the impact that they hold. One of the key factors in fostering a diverse, equitable, and inclusive organization is to promote the use of inclusive language. Inclusive language is language that aims to include everyone. It is free from biases, limitations, stereotypes, and other forms of social exclusivity. A safe and successful environment requires us to think about how others will absorb the language that we use. Language can signify acceptance. We want to make sure that everyone feels accepted, acknowledged, and respected.

There are many ways to make language more inclusive, including:

- Using gender-neutral terms
- Use person-first language
- Use neutral, or preferred pronouns
- Avoid ableist and insensitive language

Inclusive Leadership

An inclusive environment requires commitment, curiosity, and courage. When it comes to building an organization that incorporates these elements, the key is to have vulnerable leaders. Inclusive leadership is a style of leadership that focuses on valuing diverse team members and creating an environment that includes connection and respect. It encourages the sharing of perspectives and backgrounds. An inclusive leader is committed to diversity, equity, and inclusion. With inclusive leadership, the organization is able to carry out effective problem solving, decision making, and enhanced innovation. In order to excel in this leadership style, there are important traits and behaviors that will help to improve inclusivity.

These traits and behaviors include:

- Visible commitment
- Effective collaboration
- Awareness of Bias
- Curiosity of others
- Cultural intelligence