

Defining Diversity, Equity, and Inclusion - A National and Regional Scan

Source	Diversity	Equity	Inclusion
National Sources			
Berkeley Haas Center for Equity, Gender, and Leadership	The wide variety of shared and different personal and group characteristics among human beings. Diversity includes many characteristics that may be visible such as race, gender, and age, and it also includes less obvious characteristics like personality style, ethnicity, ability, education, religion, job function, life experience, life style, sexual orientation, gender identity, geography, regional differences, work experience, and family situation that make us similar to and different from one another. (University of Oregon Office of Multicultural Affairs and The Language of Inclusion)	The process of being treated fairly regardless of one's gender, [race, ethnicity, sexual orientation, etc]. To ensure fairness, strategies and fairness must often be able to compensate for a group's historical and social disadvantages that prevent individuals from being on a level playing field. Equity leads to equality. (UNFPA, Kabear, ICRW)	Providing equal opportunity to all people to fully engage themselves in creating an environment and a cultural attitude whereby everyone and every group fits, feels accepted, has value, and is supported by a foundation built on trust and mutual respect. (The Language of Inclusion)
D5 Coalition	The demographic mix of a specific collection of people, taking into account elements of human difference, but focusing particularly on: racial and ethnic groups (Asian Americans and Pacific Islanders, Hispanics/Latinos/Latinas, African Americans and blacks, and American Indians and Alaska Natives); LGBT populations; people with disabilities, and women.	Improving equity is to promote justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the underlying or root causes of outcome disparities within our society.	Refers to the degree to which diverse individuals are able to participate fully in the decision making processes within an organization or group. While a truly "inclusive" group is necessarily diverse, a "diverse" group may or may not be "inclusive."
Equity in the Center (draws from Sierra Club and University of Manitoba)	Psychological, physical, and social differences that occur among any and all individuals; including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning styles.	The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented 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 conditions is needed to assist equality in the provision of effective opportunities to all groups.	The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate and bring their full, authentic selves to work. An inclusive and welcoming climate embraces differences and offers respect in the words/actions/thoughts of all people.
Independent Sector (draws from D5 Coalition, Racial Equity Tools, and UC Berkeley)	Diversity includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. While diversity is often used in reference to race, ethnicity, and gender, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. Our definition also includes diversity of thought: ideas, perspectives, and values. We also recognize that individuals affiliate with multiple identities.	Equity is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.	Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. It's important to note that while an inclusive group is by definition diverse, a diverse group isn't always inclusive. Increasingly, recognition of unconscious or 'implicit bias' helps organizations to be deliberate about addressing issues of inclusivity.
Justice Funders (appears to draw from D5 Coalition)	The demographic mix of people, taking into account elements of human difference, but focusing particularly on racial and ethnic groups, LGBT populations, people with disabilities and women.	The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.	The degree to which diverse individuals are able to participate fully in the decision making process within an institution.

Source	Diversity	Equity	Inclusion
PolicyLink		Equity is just and fair inclusion into a society in which all, including all racial and ethnic groups, can participate, prosper, and reach their full potential. Equity seeks to counteract the barriers and systemic exclusions (historic and current) that prevent people from realizing their potential.	
Racial Equity Tools Glossary	Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender — the groups that most often come to mind when the term "diversity" is used — but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values. (UC Berkeley Center for Equity, Inclusion and Diversity; Baltimore Racial Justice Action)	Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them. (Center for Assessment and Policy Development)	Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power. (OpenSource Leadership Strategies, Some Working Definitions)
University of Manitoba (appears to draw from Racial Equity Tools, D5 Coalition, and Independent Sector)	Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender the groups that most often come to mind when the term "diversity" is used — but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.	Equity is the guarantee of fair treatment, access, opportunity, and advancement for all students, faculty, and staff, while at the same time striving to identify and eliminate barriers that have prevented 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 conditions is needed to assist equality in the provision of effective opportunities to all groups.	Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.
Regional Sources			
Omaha Public Schools (appears to draw from Equity in the Center)	A diverse environment is one in which a variety of social and cultural characteristics are represented within a prescribed environment, such as a school, university, workplace or public event. This word most commonly refers to differences between cultural groups; although it is also used to describe differences within cultural groups. An emphasis on accepting, valuing, and respecting cultural differences by recognizing no one culture is intrinsically superior to another underlies the current usage of the term; meaning the environment is all-inclusive. A broad definition includes not only race, ethnicity, and gender are the groups; which most often come to mind when the term "diversity" is used, but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.	The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges there are historically underserved and underrepresented populations and fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.	The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.
Creighton University's Office of Institutional Diversity and Inclusion	Aiming to build an environment with a wide variety of perspectives based on a multitude of elements of intersecting identities. Looking for demographic compositions more reflective of our current environment and where we are headed for the future.		Constantly and consistently working towards an environment where individuals feel as if they can be their full selves and succeed. Aiming for a culture where each individual feels valued.
American Association of Colleges and Universities' Making Excellence Inclusive Guiding Principle (adopted by University of Nebraska)	Individual differences (e.g., personality, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations).	The creation of opportunities for equal access to address an achievement or success gap	The active, intentional, and ongoing engagement with diversity in ways that increase awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions.