



A Working Glossary for DEI

Intersectionality is the understanding that race, ethnicity, social class, religion, gender, and sexual orientation are not individual variables as historically they have been treated. Instead these various markers of identity are now understood to be interconnected variables that shape an individual's overall life experiences. Intersectionality seeks to explain how these different variables come together to shape experience, identity, and society.

Intersectional Equity asserts that Black, Indigenous, and people of color (BIPOC) are often disadvantaged by multiple and interconnected sources of oppression that compound historical patterns of exclusion. *(a term coined by Kimberlé Crenshaw)*

Equity: 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. In practice, it ensures everyone is given equal opportunity to thrive; this means that resources may be divided and shared unequally to make sure that each person can access an opportunity. Equity is therefore not the same thing as equality. Equity considers that people have different access to resources because of system of oppression and privilege. Equity seeks to balance that disparity.

Inclusion: The act of creating environments in which any individual or group can be and feel welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. Inclusion is not merely tolerating or accommodating differences; it's about actively valuing and honoring differences. Diversity is what we are, and inclusion is what we do.

Diversity: Socially, it refers to the wide range of identities, typically including race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance, etc. It also involves different ideas, perspectives, and values.

Dignity: Dignity is an attribute we are born with, it is our inherent value and worth. Dignity is not the same as respect (something that must be earned). Dignity is something we all deserve, no matter what we do. It is the starting point for the way we treat one another. Our common humanity is grounded in the recognition of the dignity in the midst of our differences.

Empathy: Resource the ability to understand and share the feelings of others. Being aware of, being sensitive to, and vicariously experiencing the feelings, thoughts, and experience of another.

Integrity: Align personal and shared values with public practices and behavior. You mean what you say by actively doing it yourself. Walk the talk.

Protected Space: Refers to an environment in which everyone feels comfortable expressing themselves and participating fully, without fear of attack, ridicule, or denial of experience. Safe space rightly framed doesn't impede courage or provide cover for avoiding critical issues.

Transparency: the practice of being open and honest with others, no matter how challenging it might be, keeping stakeholders in the loop, sharing information freely, inviting open communication and avoiding secrets within the organization. Transparency makes for increased engagement and builds trust between diverse stakeholders, which leads people feeling more seen and heard.

Intersectionality: A social construct that recognized the fluid diversity of identities that a person can hold such as gender, race, class, religion, professional status, marital status, socioeconomic status, etc.

Implicit Bias: Negative associations expressed automatically that people unknowingly hold and that affect our understanding, actions, and decisions; also known as unconscious or hidden bias.

Micro-aggressions are the everyday, thinly veiled instances of racism, homophobia, sexism, and other biases that come across in gestures, comments, or insults. But the "micro" doesn't mean that the acts don't have a big impact.

Applying a DEI lens means intentionally looking at policies, procedures, and cultural norms to ask whether they work for everyone, and how they might be adjusted to embrace and celebrate the fullness of each individual. When applying the DEI concepts the company should consider the impact the design and implementation of policies has on under-served and marginalized individuals and groups. A review of the policies should include other perspectives that might help identify how such policies might create unintended consequences for such populations and individuals.