

WHAT IS DEI?

Diversity

When diversity is mentioned in the context of DEI, the term refers to the uniqueness that an individual brings to a team or community. Diversity does not just refer to one aspect of a person, but there are many characteristics that define a person's individuality. These characteristics could be race, ethnicity, gender, gender identity, sexual orientation, age, ability, attitude, social class, religious values, ethics, national origin, leadership style, and much more. A person may have experiences that only represent them as an individual, or they may have experiences that resonate with a group to which they belong. No community is uniform, so an individual can never represent the entirety of a group. A diverse team represents as many variations of the characteristics listed above as possible.



Equity

Equity refers to the freedom from bias and favoritism in the way people are treated. To achieve equity, actions must be critically analyzed to make sure that decisions, processes, or policies do not advantage one person or group over another. Often achieving equity involves removing existing barriers that have been set up institutionally to exclude certain people or groups from an activity or opportunity. When building new, more equitable structures it is important to understand the historical impact of previous systems, to ameliorate any negative impact, and move forward with more just and equitable plans.

Inclusion

Inclusion is the practice of providing equal access to opportunities or resources to any and all who want access. An inclusive environment is one that is developed to accommodate everyone, especially those who have previously been excluded due to social constructs such as racism, sexism, or ableism. An inclusive space welcomes and thrives from the diversity of individuals while fostering a sense of belonging, empowerment, and growth for those in the community.

Impact

Incorporating principles of diversity, equity, and inclusion into our work and daily lives ensures that we can all show up each day, in any space, with the confidence to be ourselves without fear. Community members that feel safe and supported will participate more fully, engage more authentically, and contribute valuable insight and talents. DEI principles enrich everyone's lives and are beneficial to all. Infusing DEI into the everyday makes the world a better place for every person.

More Resources to Explore:

[YouTube Channel - Diverse City LLC](#)

[Article: Key Benefits of DEI in the Workplace](#)

[Video: What is Diversity, Equity, and Inclusion? \(5:02\)](#)

[Video: Diversity is Being Invited to the Party: Inclusion is Being Asked to Dance \(23:16\)](#)