

Diversity: Each individual is unique, and groups of individuals reflect multiple dimensions of difference including: race, ethnicity, gender, class, sexual orientation, age, physical abilities, religious beliefs, political beliefs, cognitive styles, and much more. Valuing diversity means embracing and celebrating the rich dimensions of difference that exist in groups. 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. (IISC, adapted from Diversity Initiatives Campaign, The Diversity Project)

Diversity: The collection of differences and similarities of a group (Roosevelt Thomas). Diversity is not a person; it is a culture we all create.

Diversity: Having different types of people (as in people from a wide range of identities and with different perspectives, experiences, etc.) in a group or organization. (Promise54, adapted from Webster’s Dictionary)

Diversity: We now define diversity to include the many differences that distinguish people, including mental, emotional, psychological and physical disabilities; learning styles; geographic residence; languages used; cultural heritage; educational level and more (National PTA)

Inclusion: a value and practice of ensuring that people feel they belong and that their input is valued by the whole (group, organization, society, system, etc.), particularly regarding decisions that affect their lives. Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power (IISC, Adapted from Equity and Inclusion Campaign)

Inclusion: Putting diversity into action by creating an environment of involvement, respect, and connection – where the richness of ideas, backgrounds, and perspectives are harnessed to create value. (Promise54 and Bellweather, adapted from T. Hudson Jordan)

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. (ProInspire, based on language from the [D5 Coalition, Racial Equity Tools Glossary](#), and [UC Berkeley](#))

Equity: "The state that would be achieved if how one fares in society was no longer predictable by race, gender, class, language or any other social/cultural factor. Educational equity means that each child receives what he or she needs to develop to his or her full academic and social potential." (National Equity Project)

Equity: A basic definition of equity is: "...fairness achieved through systematically assessing and addressing disparities in opportunities and outcomes." (Urban Strategies Council)

Equity: We define equity as fairness achieved when systemic disparities in opportunities and outcomes are recognized, addressed, and eliminated. We believe that a focus on equity can mean distributing resources unequally because those with the fewest resources often have the greatest need. (Annenberg Institute for School Reform at Brown University, District & Systems Transformation)

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)

Racial equity: We define racial equity as both an outcome and a process. As an outcome, we achieve racial equity when race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live. As a process, we apply racial equity when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives. (Center for Social Inclusion)