



Key Diversity, Equity, and Inclusion Terms

Term	Definition
access	creating the necessary conditions so that individuals and organizations desiring to, and who are eligible to, use our services, facilities, programs, and employment opportunities
ally	advocates for people from underrepresented or marginalized groups, takes action to support people outside of their identity group
cultural awareness	being open to the idea of changing cultural attitudes
cultural competence	the capacity to bring into its system many different behaviors, attitudes, and policies and work effectively in cross-cultural settings to produce better outcomes
cultural knowledge	understanding some cultural characteristics, history, values, beliefs, and behaviors of another ethnic or cultural group
cultural sensitivity	knowing that differences exist between cultures, but not assigning values to the differences
culture	the way we do things around here
discrimination	the act of treating someone unequally based on a perceived difference (individual actions based on prejudice)
diversity	Variety
equity	the guarantee of fair treatment, access, opportunity, and advancement for all, while striving to identify and eliminate barriers that have prevented the full participation
identity	society's and people's concepts of who they are, what sort of people they are, and how they relate to others
inclusion	the act of creating empowering environments in which people can fully participate, and differences are respected for all
intersectionality	interconnected nature of social categorizations as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage
micro-aggression	verbal, nonverbal, or environmental slights/insults that communicate hostile, derogatory, or negative messages to people based upon their marginalized group
power	ability to control, coerce or influence people based on privileged identities (power can be positional and provide access to social, political, and economic resources)
prejudice	bias based on stereotypes or limited information (prejudgment)
privilege	any unearned benefit, right, or advantage one receives in society by nature of their identities
racism	the power to carry out systematic discrimination through the institutional policies and practices of the society (race prejudice + system misuse of power)
social justice	to take action as an advocate for a just society where all people have a right to fair and equitable treatment, support, and resources
stereotype	a widely held but fixed and oversimplified image or idea of a particular type of person, group, or thing
unconscious bias	an implicit association about people, places, or situations, often based on mistaken, inaccurate, or incomplete information and include the personal histories we bring to the situation