Inclusion, Diversity, Equity and Accessibility Information Sheet

Below are some key definitions that help applicants to enrich their understanding of IDEA concepts.

Definitions

Diversity refers to the variety of differences among people, often called diversity dimensions, including, but not limited to: gender, sex, gender identity and expression, ethnicity, race, native or indigenous identity/origin, age, generation, disability, sexual orientation, culture, religion, belief system, marital status, parental status, pregnancy, socio-economic status/caste, appearance, language and accent, mental health, education, geography, nationality, work style, work experience, job role and function, thinking style, and personality type.[1]

Equity is about fairness and justice. It is about taking deliberate actions to remove systemic, group, and individual barriers and obstacles that hinder opportunities and disrupt well-being. Equity is achieved through the identification and elimination of policies, practices, attitudes, and cultural messages that create and reinforce unfair outcomes.[2]

Inclusion involves creating an environment where people feel welcomed, respected, and valued. It fosters a sense of belonging and engagement. Inclusion works to remove barriers to ensure equal access to opportunities and resources for all. An inclusive culture and environment ensure equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, heard, engaged, motivated, and valued for who they are.[3]

Difference between Equality and Equity

The difference between equality and equity must be emphasized. Although both promote fairness, equality achieves this through treating everyone the same, regardless of need and circumstances. Equity achieves this through treating people differently dependent on need, circumstance and consideration of historical and systemic inequities.

Intersectionality and layers of diversity

Intersectionality and layers of diversity refers to complex ways in which individuals hold many marginal group affiliations at the same time. These identities can combine, overlap, or intersect in a person or group resulting in multiple, interdependent systems of discrimination or oppression (for example a black woman, a rural Indigenous person, or a gay person with a disability). The wheel, right, demonstrates some layers below and illustrate some of the ways in which team members can be diverse.

If you desire more information the following is a link for more EDI definitions at Global DEI Benchmarks http://globaldeibenchmarks.org/home/

---

[1] *O'Mara, Julie, and Richter, Alan, Ph.D., Global Diversity & Inclusion Benchmarks (www.centreforglobalinclusion.org, 2017), PDF*

[2] *O'Mara and Richter, GDEIB*

[3] *O'Mara and Richter, GDEIB*