



Diversity, Equity, and Inclusion Key Terms

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.

UNCONSCIOUS (OR IMPLICIT) BIASES are learned stereotypes that operate outside of our conscious awareness. They are automatic, unintentional, deeply ingrained, universal, and able to influence our behavior towards others.

CONFIRMATION BIAS is the human tendency to search for, favor, and use information that confirms one's pre-existing views on a certain topic. It is the brain's shortcut.

MICROAGGRESSIONS are the way in which unconscious bias shows up in everyday behavior. A microaggression can be intentional or unintentional way of communicating through verbal or behavioral actions a hostile, derogatory or prejudiced insult toward a marginalized group.

IDENTITY is the way you think about yourself, the way you are viewed by the world and the characteristics that define you. Social Identities fall into predictable patterns and are socialized through media, schools, parents, etc. countless forums that build our common understanding of what is "normal" and what is "other" within key categories.

DOMINANT NARRATIVES are stories told by the dominant culture that define reality and guide our lives. Oftentimes this is what most of society believes to be "true." These can show up as stereotypes and assumptions about other groups.

COUNTER NARRATIVES are narratives, truths and experiences that arise from the vantage point of those who have been historically marginalized. These can be a collection or individual experiences that run against the Dominant Narrative or dominant stereotypes about their group.

EQUITY is 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.

PREJUDICE is a judgment or belief that is formed on insufficient grounds before facts are known or in disregard of facts that contradict it. Prejudices are learned and can be unlearned.

DISCRIMINATION is the unequal allocation of goods, resources, and services, and the limitation of access to full participation in society based on individual membership in a particular social group; reinforced by law, policy, and cultural norms that allow for differential treatment on the basis of identity.

OPPRESSION is when an agent group, whether knowingly or unknowingly, abuses a target group. This pervasive system is rooted historically and maintained through individual and institutional/systematic discrimination, personal bias, bigotry, and social prejudice, resulting in a condition of privilege for the agent group at the expense of the target group.

SOCIAL IDENTITY MAPPING

DIVERSITY includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. While diversity is often used in reference to race, ethnicity, and gender, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, cognitive approach and physical appearance.

AGE

RACE

GENDER

SEXUAL ORIENTATION

EDUCATION

RELIGION/SPIRITUALITY

NATIONAL ORIGIN

ABILITY

MILITARY EXPERIENCE

ETHNICITY

LANGUAGE

SOCIOECONOMIC STATUS



IDENTITY IMPACTWORKSHEET

AN IDENTITY YOU FEEL PROUD ABOUT

AN IDENTITY OTHERS MAY NOT KNOW

IDENTITY THAT IS APPARENT

AN IDENTITY YOU THINK ABOUT FREQUENTLY

AN IDENTITY YOU NEVER THINK ABOUT

AN IDENTITY THAT HAS GIVEN YOU A PROFESSIONAL ADVANTAGE

AN IDENTITY THAT HAS BEEN A BARRIER

AN IDENTITY YOU FEEL COMFORTABLE TALKING ABOUT, SHARING STORIES ABOUT

AN IDENTITY THAT HAS CAUSED YOU SHAME AT SOME POINT IN YOUR LIFE

AN IDENTITY THAT YOU MINIMIZE AT WORK

AN IDENTITY THAT HAS TRANSFORMED

AN IDENTITY YOU WISH OTHERS UNDERSTOOD BETTER



DOMINANT AND MARGINALIZED IDENTITIES OVERVIEW

DOMINANT GROUP(S)		MARGINALIZED GROUP(S)
30s to 50s	AGE	Younger; Older
White	RACE	Person of Color; People who identify as Biracial/Multiracial
Male	SEX	Female; Intersex
Identifies within Gender Binary System ~ either masculine or feminine	GENDER IDENTITY & GENDER EXPRESSION	Gender Non-conforming; Gender Queer; Ambiguous; Androgynous; Transgender
Heterosexual	SEXUAL ORIENTATION	Gay; Lesbian; Bisexual; Queer; Questioning
Upper class; Upper middle class; Middle class	CLASS	Working class; Living in poverty
Graduate or College degree; Private schooling	EDUCATIONAL LEVEL	High school degree; Public schooling
Protestant; Catholic	RELIGION/SPIRITUALITY	Muslim, Jewish, Agnostic, Buddhist, Atheist, Hindu, Spiritual, Mormon, Jehovah Witness.
U.S. born	NATIONAL ORIGIN	Born in a country other than the U.S.
Able bodied	ABILITY	People with a physical, mental, emotional and/or learning disability; People living with AIDS/HIV+
American; Western European heritage	ETHNICITY/CULTURE	Puerto Rican; Navajo; Mexican; Nigerian; Chinese; Iranian; Russian; Jewish.
Fit society's image of attractive, beautiful, handsome, athletic.	SIZE/APPEARANCE	Perceived by others as too fat, tall, short, unattractive, not athletic
Light skin; European/White features	SKIN COLOR; PHYSICAL CHARACTERISTICS	Darker skin; African, Asian, Aboriginal features.
Proficient in the "Queen's English;" use "Proper" English	USE OF ENGLISH	Not proficient use of English; have an accent
Legally married in a heterosexual relationship	MARITAL STATUS	Single; divorced; widowed; in a same-sex partnership; in an unmarried heterosexual partnership.
Parents of children within a 2-parent heterosexual marriage	PARENTAL STATUS	Single parent; do not have children; LGBTQ parents.
Suburban; valued region of the U.S.	GEOGRAPHIC REGION	Rural; urban; less valued region of the U.S.
More years on the job	YEARS OF EXPERIENCE	New; little experience on the job

