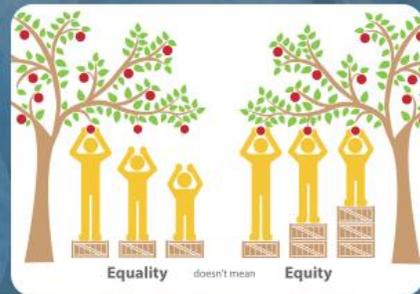


What is Diversity, Equity, and Inclusion (DEI)?

Diversity is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. Populations that have been-and remain- underrepresented among practitioners in the field and marginalized in the broader society.



Equity is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.



Inclusion is an outcome to ensure those that are diverse actually feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all. To the degree to which diverse individuals are able to participate fully in the decision-making processes and development opportunities within an organization or group.



Like a string of beads, it is our unique differences and intricacies that make us so appealing and attractive. We would not be as beautiful if we were all the same. It's the contrast and asymmetry that makes us worthwhile.

— Lindsey Lunsford, M.E.M., Second Edition DEI Fellow