



## What is meant by Diversity, Equity, and Inclusion?

Diversity, equity, and inclusion promote the fair treatment and full participation of all people, especially populations that have historically been underrepresented or subject to discrimination because of their background, identity, disability, or other characteristics or circumstances.

Understanding diversity, equity, and inclusion includes acknowledging the existence of biases, prejudices, and systematic barriers that can exist. It involves actively challenging these barriers and creating policies, practices, and cultures to promote equal opportunity, respect, and fairness.

Every worker should be able to go to work each day without the fear that they cannot be their true selves.

The Government of **Canada** provides the following definitions:

**Diversity:** The variety of identities found within an organization, group, or society. Diversity is expressed through factors such as culture, ethnicity, religion, sex, gender, sexual orientation, age, language, education, ability, family status or socioeconomic status.

**Equity:** The principle of considering people's unique experiences and differing situations, and ensuring they have access to the resources and opportunities that are necessary for them to attain just outcomes. Equity aims to eliminate disparities and disproportions that are rooted in historical and contemporary injustices and oppression.

**Equality:** The principle of treating everyone in the same manner by ensuring they have access to the same resources and opportunities. Equality does not necessarily lead to fair outcomes since it does not consider people's unique experiences and differing situations.

**Inclusion:** The practice of using proactive measures to create an environment where people feel welcomed, respected, and valued, and to foster a sense of belonging and engagement.

This practice involves changing the environment by removing barriers so that each person has equal access to opportunities and resources and can achieve their full potential.

Also, consider **intersectionality**, in that we all have multiple, overlapping identities that impact our experience, and therefore, multiple ways we can experience discrimination and disadvantage.