



## **EQUITY, INCLUSION & DIVERSITY POLICY**

### **WHAT IS MEANT BY EQUITY, INCLUSION AND DIVERSITY?**

Equity, inclusion and diversity are inter-related but distinct concepts. As such, efforts toward their realization can create synergy, but each requires attention. Equity promotes inclusion and together, equity and inclusion promote diversity. Diversity and inclusion focus, respectively, on people and processes; equity is about overall impact.

Here is what we mean by each term and examples of how a request for funding may demonstrate the term:

### **EQUITY**

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. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources. In the context of a project, equity may be demonstrated by project outcomes providing selective benefits to certain groups/community sectors to balance past barriers or inaccessibility to resources or opportunities that resulted from systems of “othering” or oppression such as colonialism, racism, sexism, classism, and others.

### **INCLUSION**

Inclusion is the act of creating environments in which all people or groups are welcome, respected, supported, and valued to fully participate. An inclusive environment or initiative is one that is aware of barriers to full participation and takes steps to remove these barriers. Even with a commitment to diversity, projects and activities can be exclusive or inaccessible to some. The methodology of a project that demonstrates inclusion shows how diverse knowledge, people or their efforts will be appreciated and valued and prioritizes the removal of barriers to participation.

## **DIVERSITY**

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, and physical appearance. Diversity within a project can be demonstrated in many ways, including (for example) how project materials are sourced, who may participate and how widely the message for participation is spread, where the project occurs, how the current project addresses groups of people that may not previously have been considered, how and to whom the messages of the project are delivered, and more.