

What is Diversity, Equity, & Inclusion?



There are a number of challenges facing individuals and organizations when it comes to diversity, equity, and inclusion, and there is an explicit need for clarifying what diversity, equity, and inclusion are and why they matter. Thus, it is important to define and describe the concepts of diversity, equity, and inclusion separately to grasp the concept as a whole.

Diversity	The extent to which a group of people includes members that differ in socially meaningful ways from each other at work.
Equity	The existence of fair and just practices within organizations so that all members can thrive. It is a feeling that people are being treated fairly.
Inclusion	The process of ensuring that people from different backgrounds are invited to and appreciated in the workplace.

The combination of these three factors are essential for a workplace environment that fosters positivity and authenticity, both of which are essential for creating stronger, better, and more welcoming organizations.