

### Basic DEI+A Vocabulary — “starter definitions”

#### **diversity [with a lowercase or small “d”]**

a broad range of individual, population, and social characteristics, including but not limited to age, race, ethnicity, sex, sexual orientation, gender identity & expression, (dis)ability, national origin, citizenship, religion, socioeconomic status, political affiliation, etc.

#### **Diversity [with an uppercase or big “d”]**

“protected classes” as defined by US federal laws regarding employment and education: race, sex, age, religion, physical and mental (dis)ability, and veteran status; Washington state laws add additional “protected classes”: sexual orientation, gender identity, and marital status

#### **Minority / URM [under-represented minority]**

in the US context, “minority” typically refers to major racial or ethnic groups: African Americans, American Indians / Alaska Natives, Hawaiians / Pacific Islanders, Asian Americans, and Latinx / Hispanics; “URM” typically refers to African Americans, American Indians / Alaska Natives, Hawaiians / Pacific Islanders, and Latinx / Hispanics

#### **Equity**

equity implies “fairness,” that is, when everyone has access to what they need in order to be successful

#### **Equality**

equality implies “sameness,” that is, when everyone has equal access to the same things, or when everyone is treated in the same way, regardless of their actual needs

#### **Privilege**

having an unearned benefit or advantage because of one’s identity (e.g., gender, race, religion, sexual orientation, etc.); privilege does not mean that an individual is immune from life’s hardships, but rather than an individual enjoys structural advantages

#### **Access/Accessibility**

people with various levels and types of (dis)abilities can do what they need to do in a similar amount of time and with a similar level of effort as people without disabilities

#### **Inclusion**

full participation and shared power within an institution across all relevant identity groups; the achievement of a sense of community and mutual regard

#### **Bias / Explicit Bias/ Implicit Bias**

biases represent information that diverges from some neutral point, and can be either positive (e.g., in-group favoritism) or negative (e.g., out-group avoidance or rejection); a bias is explicit when it is conscious; a bias is implicit when it is unconscious and automatically activated

#### **Attitudes/Stereotypes**

attitudes are general gut feelings or evaluative valences, either positive or negative; stereotypes are more specific associations of particular traits with categories or groups of people

#### **Discrimination**

inequitable or prejudicial treatment based on group membership