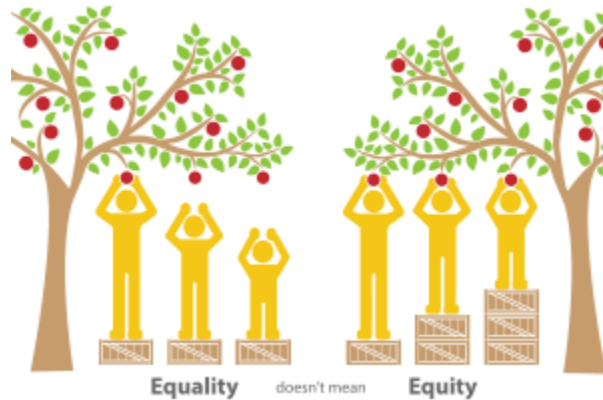


What is diversity, equity and inclusion?

Diversity describes the myriad ways in which people differ, including the psychological, physical, and social differences that occur among all individuals, such as race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender, sexual orientation, marital status, mental and physical ability, learning styles, and the rich dimensions of cognitive differences.



Equity refers to the state, quality, or ideal of being just, impartial and fair. Equity ensures that individual is provided the resources they need to have proportionate access to the same opportunities as the general population. Equity represents impartiality, i.e. that one's identity has no influence on how one fairs in society. Strategies that advance equity require an analysis of the historical and, in many cases, persistent (systemic) factors that create *unequal* conditions and thus unequal opportunity for certain groups of people.

Inclusion authentically brings in traditionally excluded individuals and/or groups into processes, activities, decisions and policymaking in a way that shares power.