

DIVERSITY



LOGO PLACEMENT

DIVERSITY



The wide variety of shared and different personal and group characteristics among human beings.

It broadly includes race, ethnicity, sex, gender identity, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance and any other unique characteristics, plus different ideas, perspectives and values.

Can you spot diversity? Ginger runs a small business and she values the knowledge and experience brought in when she hires people from different backgrounds and statuses. Her employees identify in a number of ways—Latino, bisexual, transgender, Mandarin-speaking, neuro-divergent, Hindu, atheist, immigrant, single person, parent—and so many more.

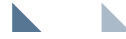
**For more information on Diversity, Equity,
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EQUITY



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EQUITY



The fair treatment, access, opportunity and advancement for all people, while at the same time striving to eliminate barriers that prevent the full participation of underserved and underrepresented groups.

Can you spot equity? The HR department at Sunshine, Inc. noticed that the company's senior management team was mostly made up of white men and did not reflect the diversity of the rest of their workforce. To help cultivate more leaders from different backgrounds, they developed a leadership training program specifically focused on employees of underrepresented groups (people of color, women, LGBTQ+ employees, etc.).



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INCLUSION



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INCLUSION



The act of creating an environment in which any individual or group will be welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces and respects differences.

Can you spot inclusion? Terra Finance Company has recently increased its efforts to recruit and hire more diverse candidates. To make sure new employees from all backgrounds feel welcome at work, they have started an employee program to help colleagues connect with each other and celebrate their different cultural experiences.

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INTERSECTIONALITY



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INTERSECTIONALITY



A social idea that recognizes the fluid diversity of identities that a person can hold, such as gender, race, class, religion, professional status, marital status, socioeconomic status, etc.

It also refers to the conflicts that confront both individuals and movements as they seek to navigate among the racialized, gendered and class-based dimensions of social life.

Can you spot intersectionality? A.J. is a black, agender person who is also a writer and parent of two children. They try to be active in their local LGBTQIA+ group, but frequently experience microaggressions from white and cisgender members that make it difficult to be fully open about all aspects of their life.

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SYSTEMIC RACISM



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SYSTEMIC RACISM



Also known as institutional or structural racism. The ways in which institutional policies and practices create different outcomes and opportunities for different groups based on racial discrimination. This is rooted in and perpetuated through discriminatory practices (conscious or unconscious) that are reinforced through institutions, ideologies, representations, policies/laws and practices.

Can you spot systemic racism? Laura and Lakesha are great friends who recently graduated college together. A great job opportunity came up, for which they both applied. They received the same degree from the same university and have very similar work experience. The main differences in their resumes were their names at the top and a couple of their volunteer activities. Laura quickly got a call to schedule an interview. Lakesha never heard back.

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ANTI-RACISM



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ANTI-RACISM



An active way of living that seeks to understand and transform racism in the world. It requires active reflection, critical consciousness, personal accountability, intentional action and an understanding of the structural, deeply rooted nature of racism.

It is different from “non-racism,” which may include a personal awareness of racist bias but does not actively address cultural and systemic racism.

Can you spot anti-racism? While checking the news one day, Ari reads a story about a local law that is disproportionately affecting people of color in his community. Even though Ari has no personal connection to this story, he takes the afternoon to call and write to his government representatives about the issue and demand change.

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CULTURAL APPROPRIATION



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CULTURAL APPROPRIATION



The non-consensual and misappropriated use of cultural elements for entertainment or profit—including symbols, art, language, customs, etc.—often without understanding, acknowledgment or respect for its value in the context of its original culture.

Can you spot cultural appropriation? Lisa, a white American of European descent, loves the art used in Day of the Dead celebrations in Mexico. She doesn't know much about the history of this art and what the holiday means in the cultures that celebrate it. However, she decides to reproduce some of the artwork and sell it in her store.



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PATRIARCHY



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PATRIARCHY



Actions and beliefs that favor masculinity over femininity. Patriarchy is both systemic and personal.

SYSTEMIC PATRIARCHY: who holds positions of power in society (business, government, cultural institutions, police, military, etc.)

PERSONAL PATRIARCHY: how we interact with one another (what we wear/what we expect others to wear, who can speak up and take up space, etc.)

Can you spot patriarchy? Lisa is one of three women in a department of 10. During the weekly staff call, one of her male coworkers interrupts her twice. Some of the men in her department then gather after hours to discuss the meeting but forget to invite her.



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PRIVILEGE



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PRIVILEGE



Special rights and access to material and immaterial resources granted to people based on their membership to a dominant social group. Privilege comes in many forms (age, ability, race, ethnicity, gender, socioeconomic status, sexual orientation, etc.)

Can you spot privilege? George Carter graduates from the same college his family has attended for the past four generations. After interning at the finance firm of one of his dad's friends, he secures an entry-level job at the same company and quickly moves up the ranks. In his fifth year at the firm, he marries his long-term girlfriend, Nancy. They move to the suburbs to start a family.

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WHITE SUPREMACY



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WHITE SUPREMACY



A power system built and maintained by and for the benefit of people who consider themselves white, and who feel superior to people who are not white.

Can you spot white supremacy? After a local city government in the U.S. South removes a Confederate statue from one of its parks, white nationalists from across the nation gather to protest its removal. After clashing with counter-protestors, one woman is killed.

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ALLY



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ALLY



Someone who actively supports a historically oppressed minority group.

- ALLIES:**
- ♦ Recognize that oppression exists
 - ♦ Work to reduce their own explicit and implicit complicity in the systems of oppression
 - ♦ Commit to raising their own knowledge and awareness of oppressions

Can you spot the ally? Minjee is one of three women in a department of 10. During the weekly staff call, one of her male coworkers, Leo, offers words of support whenever she expresses an opinion, and intervenes when another male co-worker interrupts her. When some of the men in her department plan to gather after hours to discuss the meeting, Leo makes a point of inviting her.

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IMPLICIT BIAS



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IMPLICIT BIAS



The unconscious attitudes and stereotypes people unknowingly hold toward others based on factors such as age, race, gender, sexual orientation and socioeconomic status. These biases affect our understanding, actions and decisions.

Can you spot the implicit bias? Sonia is a new hire. When she is introduced to her coworkers, many express surprise she was hired for the role and compliment her on her good English, even though Sonia was born and grew up in the U.S.



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MICROAGGRESSION



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MICROAGGRESSION



The actions, insults and slights that target and discriminate people based on factors such as their age, ability, gender, race, ethnicity, socioeconomic status or sexual orientation. These microaggressions can be both conscious or unconscious, verbal or non-verbal.

Can you spot the microaggression? Blair is at a work event with their coworkers and other members of the industry. Without prompting, one of their coworkers compliments them on their “alternative” hairstyle and touches it.

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BIPOC



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BIPOC



Black, Indigenous and People of Color. It is used to recognize the groups that have historically faced oppression. However, it is up to the individual to decide whether they identify with the term.

Can you spot the BiPOC? Parul's mother comes from India and his father is from Jamaica. His girlfriend Ama is both Cherokee and Mexican American.



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LGBTQ+



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LGBTQ+



An inclusive term that encompasses lesbian, gay, bisexual, transgender and queer identities. The plus sign stands for additional identities that fall under the queer umbrella, such as asexual, intersex, etc.

Creating Community: Felipe joined an LGBTQ+ committee through his workplace. As a member of the LGBTQ+ community himself, he is excited to be a voice in the room where decisions are made to keep his office inclusive and safe for everyone.

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PRONOUN USE



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PRONOUN USE



We use gender pronouns like she, her, his, him or they every day. However, you can't always know someone's pronouns just by looking at them. Asking someone directly what pronouns they use, and then using those pronouns correctly, will show that you respect that person and their identity.

Showing Support: Abisola introduces herself to her new coworker, Carla. "Hi," Carla replies, "My name is Carla and I use they/them pronouns." Abisola begins to practice referring to Carla as "they" in her mind, and adds "*Pronouns: She/Her*" to her own email signature. She hopes that by doing so, she can help normalize discussing pronouns at work—and encourage others to respect them.

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CISGENDER



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CISGENDER



A term used when someone's gender identity and presentation match the sex they were assigned at birth.

An Informed Choice: Mateo's birth certificate listed him as "male" at birth. Growing up, he accepted being a boy and never questioned his gender. As a college student, he learned more about the gender spectrum—and after giving it some thought, he decided he is cisgender because he identifies with the sex he was assigned at birth.

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TRANSGENDER



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TRANSGENDER



Today, this is used as an umbrella term for people whose gender identity does not match the sex they were assigned at birth. Their gender identity may be on the opposite end of the gender binary (e.g., male instead of female), encompass both genders or exist beyond the “male” and “female” binary.

Different Identities, Same Umbrella: Parker and Angelika are friends who both identify as transgender. Parker was assigned female at birth and raised as a girl, but now thrives living as the man he has always been. Angelika was also assigned female at birth, but as an adult recognized that they are **non-binary**: they do not feel as if they fit neatly into one single gender category (see: **Non-binary**). Because their gender identity does not match what they were assigned at birth, Angelika also falls under the transgender umbrella.

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NON-BINARY



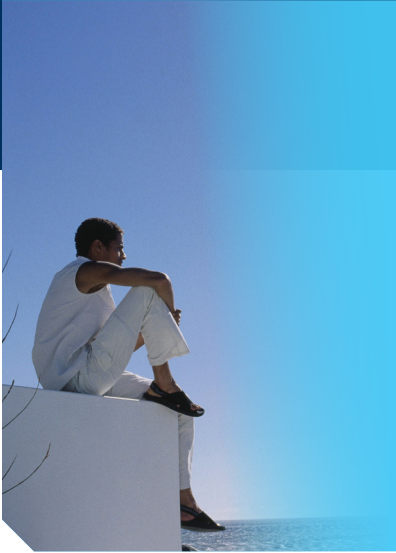
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NON-BINARY

A gender identity that is neither male or female, but can be both—or neither. A non-binary person may choose to use the singular pronouns “they/them/their.” Their gender behavior and presentation can look masculine, feminine or blur the lines of both.

Forging Their Own Path: Nsenzi has never felt like a boy or a girl— both identities felt like trying to wear shoes that were the wrong size. When they first hear the word “non-binary,” Nsenzi finally understood where they belong on the gender spectrum—they are off the map entirely! Nsenzi is happy with who they are and now responds to “they/them.” Fun fact: According to Merriam-Webster, “they” has been used as a singular pronoun since the late 1300s.



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DISABILITY



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A substantial restriction that prevents a person's ability to engage in certain tasks and interact with the world around them due to physical, mental health or intellectual impairment. **Note:** *The phrase "disabled people" was once commonly used, but has evolved to "people with a disability." This language keeps the focus on the person, not their impairment.*

Perfectly Capable: After feeling overwhelmed at work and breaking down in front of her therapist, Tobi has been diagnosed with Attention-Deficit Hyperactive Disorder (ADHD). To function and thrive at a level similar to her coworkers, she asks for workplace accommodations. For Tobi, this means wearing noise-canceling headphones, taking structured breaks and modifying her work space. With these modifications, Tobi can lessen her stress and stay productive.

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