



# Diversity, Equity, and Inclusion

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## GLOSSARY

Content from AAUW National DEI Tool Kit

Prepared by AAUW Missouri Diversity,  
Equity, and Inclusion (DEI) Committee





# Diversity

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- The condition of having or being composed of differing elements
- Variety
- The inclusion of different types of people in a group or organization programs intended to promote diversity

# Diversity

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- Includes everyone — young and old, homeless and affluent, immigrant and native, white and black, rural and urban, gang member and corporate professional
- Characteristics that make each of us unique
- Is not about “them” — it is about each person coming to terms with his or her attitudes, beliefs and experiences about others and gaining comfort with differences



# Diversity isn't just black and white

1. Gender Equality
2. Age / Generation Gaps
3. Language / Communication
4. Race / National Origin
5. Religious Beliefs
6. Physical Ability / Disability
7. Ethnic / Cultural Differences





# Diversity . . .

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- Brings in new ideas and experiences
- Helps people learn from each other
- Brings in different ideas and perspectives which leads to better problem-solving
- Opens dialogue and promotes creativity



# What does DIVERSITY mean to you?

perspective  
safety heatfullness colorless uniqueness  
provide open  
belonging  
strength  
gender  
respe  
inclus  
everlasting  
invitation  
recognition  
openheart  
individual  
vibrancy  
opportunity  
fairness  
religion  
age free  
variety  
sex  
speech  
based  
love  
whole  
rights  
awareness  
discriminate  
essential  
penness  
ticolor  
togetherness  
equality  
inclusion  
acceptance  
understanding  
unity  
strength  
hope  
beauty  
religion  
everlasting  
invitation  
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ticolor



# Equity

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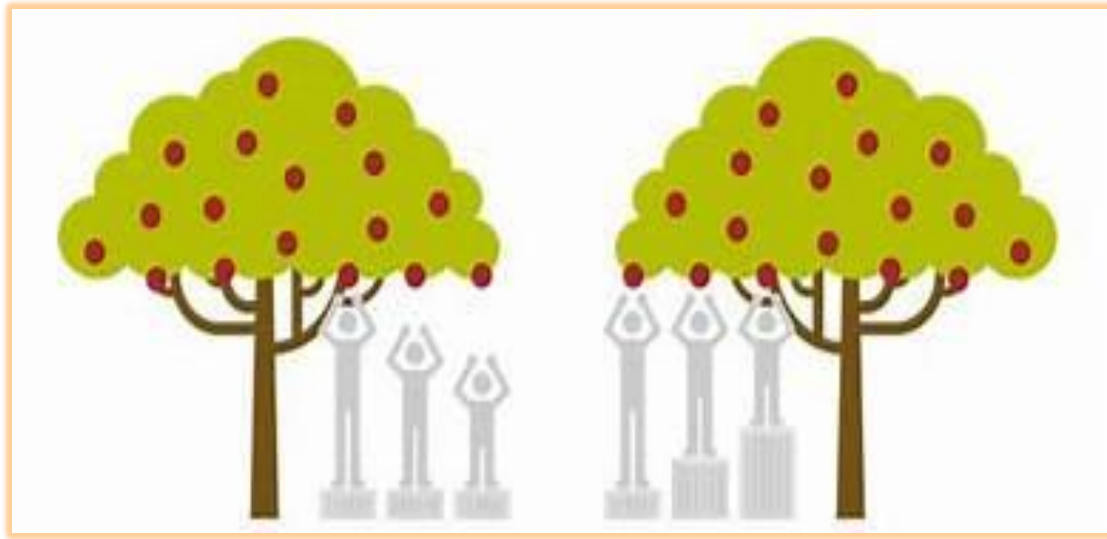
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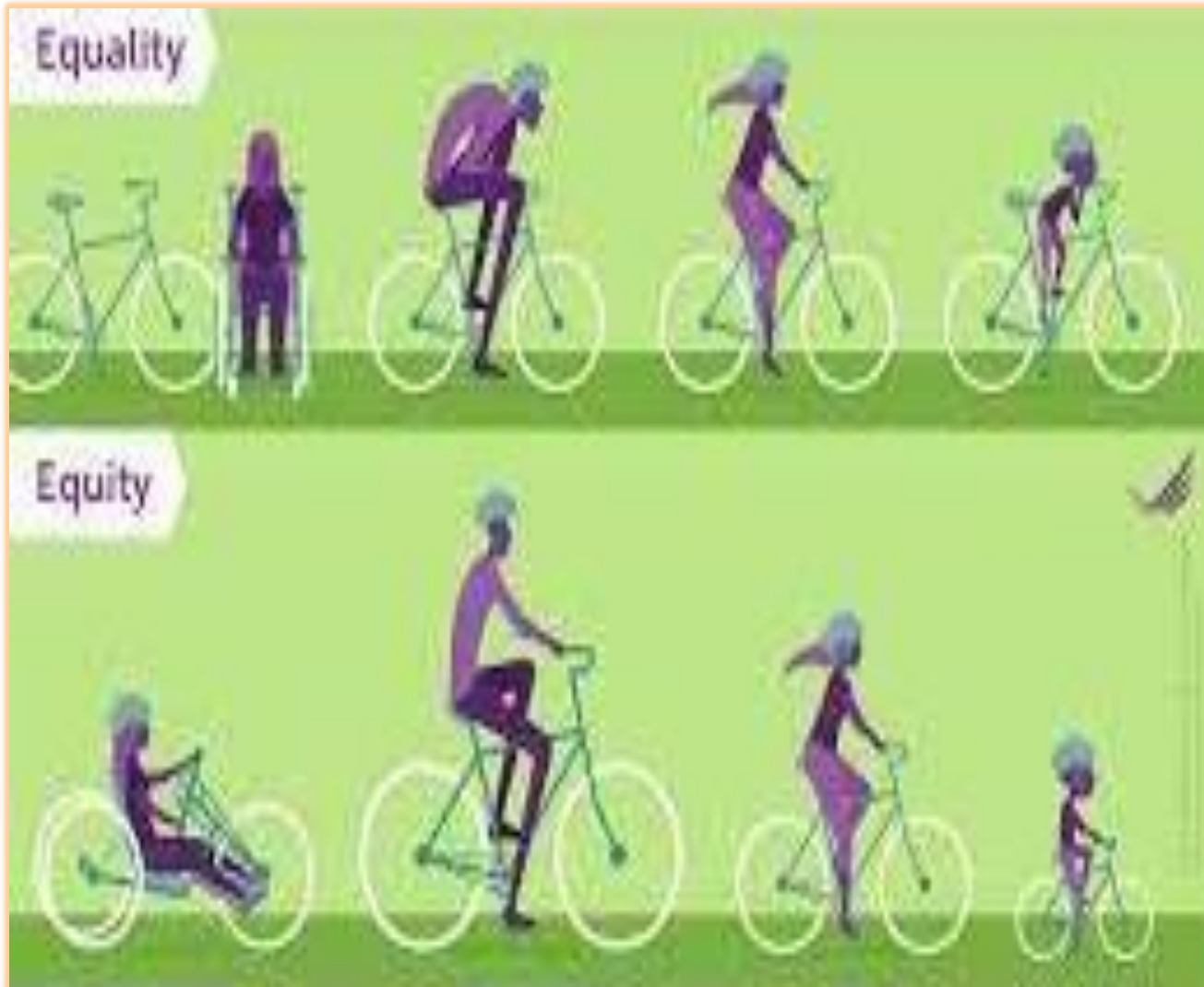
# Equality vs Equity

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- Equality – everyone has the same access to — or amount of — something
- Equity – everyone has equal access to **what they need to accomplish the same outcome**

## Which is fair?



# Equality VS Equity

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# Why Promote Equity?

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AAUW is the nation's premier organization:

- Fighting for gender equity
- Advocating to narrow the pay gap for women
- Championing equal opportunity for women in education
- Working together to support laws and policies that enable women's success





**Equality** is the  
end goal.

**Equity** is the  
means to get  
there.





# INCLUSION

effort  
**diversity**  
engage practices

# PARTICIPATE

*appreciate*

respect

*appreciate*





# Inclusion

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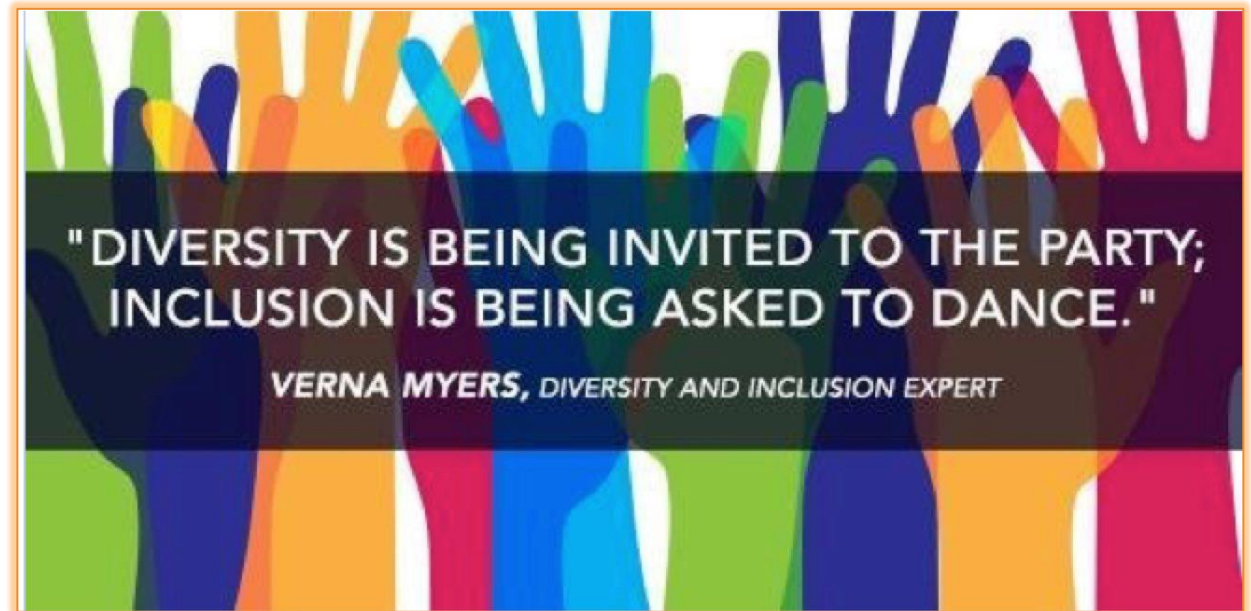
- The act of including
- The state of being included
- The act or practice of including and accommodating people who have historically been excluded (because of their race, gender, sexuality, age, education, nationality, disability, or ability)



# Why Inclusion?

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- To be truly diverse, groups need
  - to be inclusive
  - to provide people with full access to resources
  - to enable people to participate fully toward the group's success



# A Culture of Belonging

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- People feel like they are part of something, that they matter, or that they are needed
- People who feel welcomed, appreciated, respected, and valued
  - are more productive
  - feel a greater connection to the organization's mission





AAUW needs  
**diversity**, **equity**,  
**inclusion**, and  
**belonging** for our  
branches to  
continue to grow  
and thrive.



# Stronger Together as we advocate for women and girls

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