



# 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



**What is the first thing you think of when you hear the word **Diversity**?**

**What does **Diversity** look and feel like to you personally?**

**What does **Diversity** look like in your branch?**

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# 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 / color, 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





## Few areas of diversity in a puzzle box

# What does DIVERSITY mean to you?



# Diversity - Why?

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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



# Equity

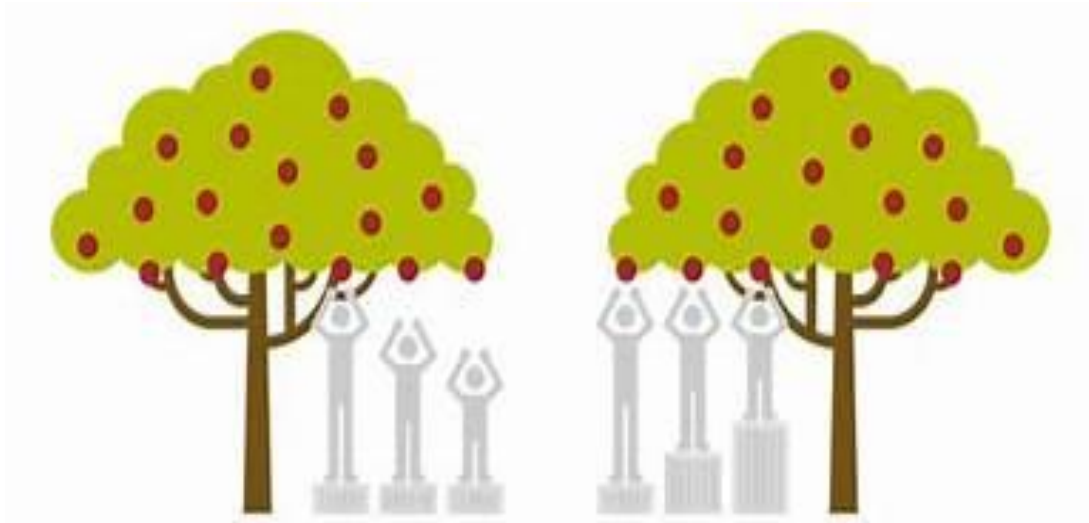
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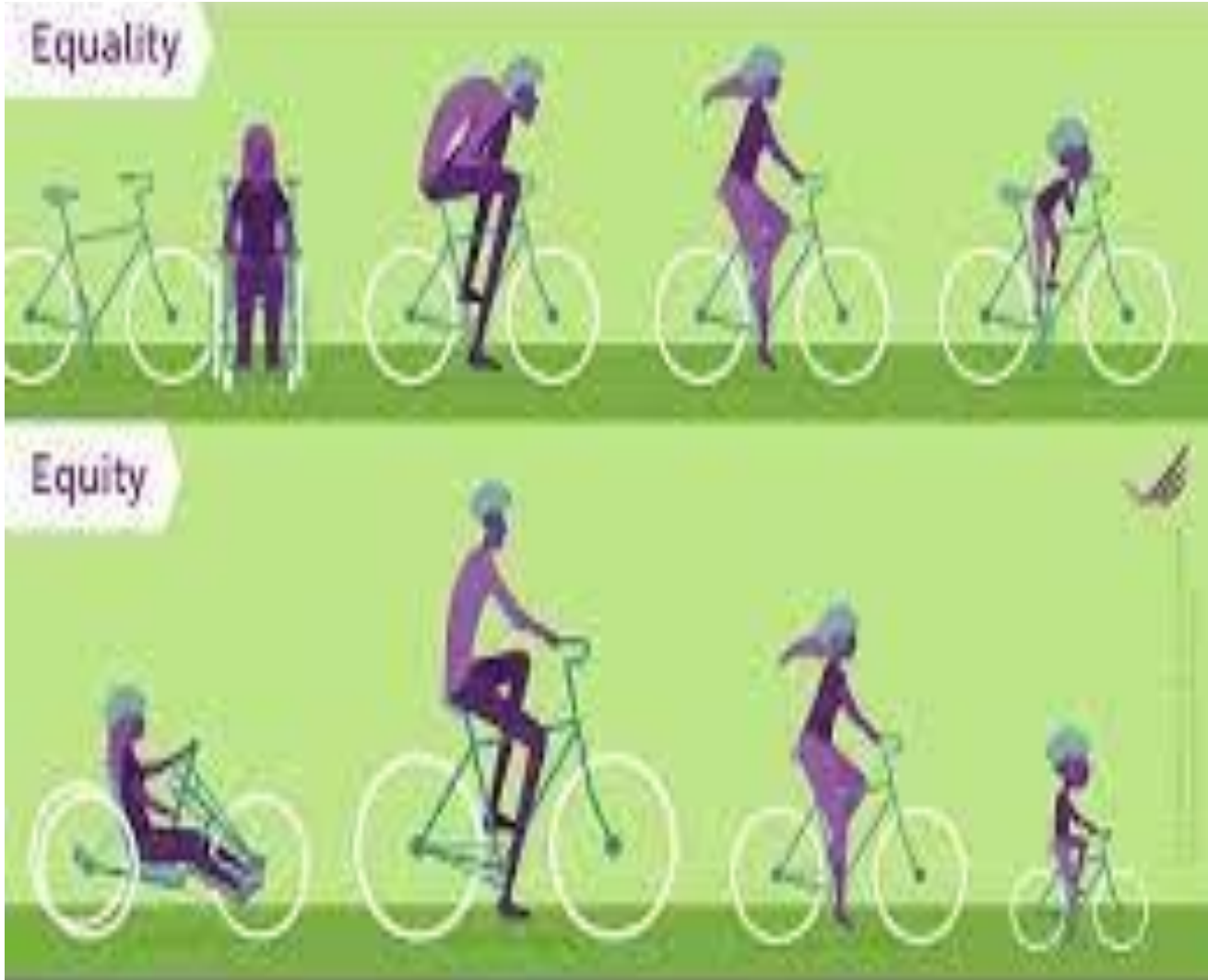


# Equality vs Equity

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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**



# 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

diversity

respect

age

appreciate

age

PARTICIPATE

INTEGRATE

appreciate

work

engage

diversity

disability

religion

activities

effort

national

gender

engage

respect

equality

national

ethnicity

national

origin

education

INTEGRATE

education

effort

sexual orientation

activities

disability

education

engage

practices

respect

sexual orientation

age

age

activities

effort

national

origin

INTEGRATE

activities

education

effort

work

disability

effort

opportunities

equality

age

age

ethnicity

origin

work

disability

effort

activities

respect

age

work

disability

effort

opportunities

engage

practices

work

disability

effort

activities

respect

age

work

disability

effort

equality

religion

work

disability

practices

engage

diversity

age

ethnicity

origin

work

disability

effort

activities

respect

age

work

disability

effort

opportunities

engage

practices

work

disability

effort

activities

respect

age

work

disability

effort



# Inclusion

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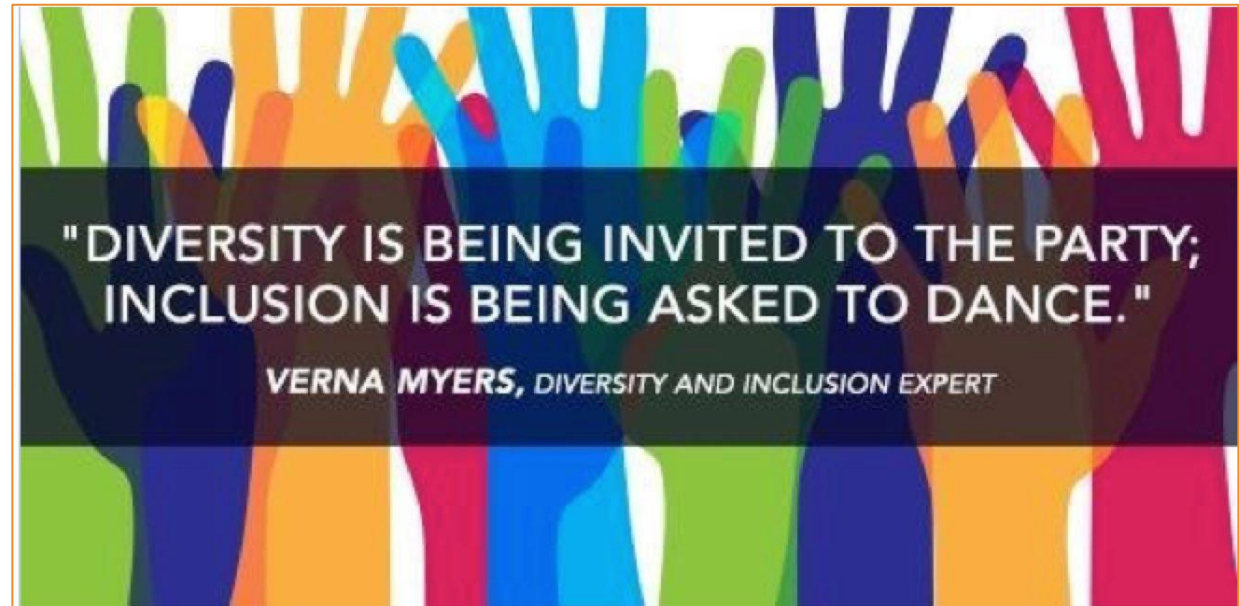
- The act of including
- The state of being included
- The act or practice of including and accommodating people who have historically been excluded (because of their race, gender, sexuality, age, education, nationality, disability, or ability)



# 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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