



WORDS MATTER

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* Please note: These are *draft* definitions from the DEI Council's Glossary of Equity-Related Terms, which has not been formally adopted yet.



Equity

The act of developing, strengthening, and supporting procedural and outcome fairness in systems, procedures, and resource distribution mechanisms to create equitable (not equal) opportunity for all people. Equity is distinct from equality which refers to everyone having the same treatment without accounting for differing needs or circumstances. Equity has a focus on eliminating barriers that have prevented the full participation of historically and currently oppressed groups.

Diversity

Describes the presence of differences within a given setting, collective, or group. An individual is not diverse...a person is unique. Diversity is about a collective or a group and exists in relationship to others. A team, an organization, a family, a neighborhood, a community can be diverse. A person can bring diversity of thought, experience, and trait, seen and unseen, to a team...and the person is still an individual.

Inclusion

Intentionally designed, active, and ongoing engagement with people that ensures opportunities and pathways for participation in all aspects of group, organization, or community, including decision-making processes. Inclusion is not a natural consequence of diversity. There must be intentional and consistent efforts to create and sustain a participative environment. Inclusion refers to how groups demonstrate that people are valued as respected members of the group, team, organization, or community. Inclusion is often created through progressive, consistent, actions to expand, include, and share.

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Equality \neq Equity





