

## **DEI Terms You Need to Know (Diversity, Equity, and Inclusion)**

**Ally** - *noun*: a person from one identity group who speaks out or takes action in support of individuals from another group.

**Colorism** - *noun*: prejudice or discrimination against individuals with a dark skin tone, typically among people of the same ethnic or racial group.

**Cultural Competence** - *noun*: the ability to interact effectively with people of diverse backgrounds and different identity groups by being sensitive, appreciative, respectful, and responsive to beliefs, practices, and cultural needs that are different from your own.

**Diversity** - *noun*: differences in cultures, abilities, ideas, philosophies, backgrounds, and histories that exist among individuals.

**Equality** - *noun*: when everyone has access to the same rights, opportunities, and resources, but fails to acknowledge the current conditions or the history of various identity groups.

**Equity** - *noun*: when everyone gets what they need in order to have access, opportunities, and a fair chance to succeed. Equity recognizes that the idea of equality (“the same for everyone”) may not address widespread disparities and individual circumstances where individualized solutions are necessary.

**Exclusion** - *noun*: the process or state of excluding or being excluded.

**Implicit Bias** - *noun*: the assumptions, stereotypes, and unintentional actions (positive or negative) we make towards others based on identity labels like race, religion, age, gender, sexual orientation, or ability. Because our implicit associations are stored in our subconscious, we may act on our biases without even realizing it. Often, our implicit biases contradict our values.

**Inclusion** - *noun*: supporting and embracing diversity in a way that clearly shows all individuals are valued, recognized, and accepted for who they truly are. This involves demonstrating respect for the abilities, beliefs, backgrounds, and cultures of those around you and engaging those with diverse perspectives, so that others feel an unconditional sense of belonging for who they are.

**Resiliency** - *noun*: resilience is the ability to bounce back from a negative experience or difficult challenge. Resilience allows you to face a problem or challenge, overcome it, and get back to life a little bit stronger and a little bit wiser. It’s coping with adversity in ways that boost your own well-being and protects you from getting overwhelmed, but does not mean you don’t experience emotional pain.