

# STEP 1: WHAT IS DEIA?

When organizations are confronted with the subject of diversity, equity, inclusion, and access(ibility), leaders initially take the issue seriously to reflect their social justice mission; however, most have primarily not produced sustainable change. Learning is the foundation of measurable progress, but organizations must go deeper if they genuinely want to make a more profound and lasting impact. The Organization for Social Impact exists to help guide partners to ensure that DEIA is integrated into everything they execute. Through this people-centric fundamental shift, organizations can redefine their cultures by integrating the diversity of its stakeholder and the external world.

**DIVERSITY = Difference**

*Inclusion is providing equal access to opportunities or resources for all.*

