



# DIFFICULT-DISCUSSIONS INC. DIVERSITY, EQUITY, AND INCLUSION GLOSSARY

ACCESSIBILITY	The process of ensuring that information, environments, and experiences are designed to be usable by individuals of all abilities. Its objective is to facilitate full participation and engagement for everyone, eliminating any barriers that may hinder access or interaction.
CULTURE	The collection of shared attitudes, values, goals, and practices that define a specific group of people, encompassing their knowledge, beliefs, art, laws, customs, and habits.
DIVERSITY	Diversity with regard to people refers to a group of individuals with varying characteristics. Diversity encompasses different dimensions, including visible aspects such as race, age, and ethnicity, as well as invisible aspects such as religion, skills, abilities, socio-economic status, and culture.
EMPOWERMENT	The journey towards obtaining greater autonomy, control, and influence in one's life and decision-making processes. It involves acquiring the necessary knowledge, skills, and resources to autonomously make choices and pursue personal goals.
EQUITY	Equity pertains to fairness and justice, recognizing that individuals come from diverse backgrounds with varying needs. It aims to establish a level playing field where everyone has an equal opportunity to succeed, acknowledging that some may require additional support to achieve true equality of opportunity.
INCLUSION	Creating an environment where everyone feels welcome, valued, and supported, regardless of their background or characteristics. It ensures that everyone has the opportunity to participate and contribute fully.
IDENTITY	The unique traits and characteristics that define an individual.
INTERSECTIONALITY	Intersectionality acknowledges that individuals' lived experiences are molded by the intricate connections between their various social identities, such as race, class, gender, and ability. Visualize these identities as overlapping circles in a Venn diagram; the overlapping regions depict intersectionality. For example, a Black woman confronts unique obstacles due to the compounded effects of racism and sexism. By recognizing and understanding these intersections, we can develop targeted interventions and advance more inclusive initiatives within the realm of social justice.
LIBERATION	Breaking free from different limitations. It involves fighting for equal rights and opportunities for a specific group, representing their ongoing struggle for equality against historical oppression.





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MARGINALIZATION	Systematic disadvantages experienced by specific groups because of their social identities. It stems from power dynamics within a society, where dominant groups establish and uphold systems that benefit themselves while disadvantaging others.
MICROAGGRESSION	Subtle insults, slights, or invalidations directed at individuals or groups due to their marginalized identity. These seemingly small interactions can convey negative messages and have a cumulative impact on the recipient. They are often unconscious or unintentional expressions of prejudice towards marginalized groups, like racial minorities.
MISINFORMATION	Inaccurate or misleading information spread unintentionally. Unlike disinformation, which is intentionally deceptive, misinformation is shared without malicious intent. Those spreading misinformation may genuinely believe it to be true.
PRIVILEGE	Unearned advantages or benefits that some groups receive based on their social identity, allowing them to live without facing certain disadvantages.
SAVIOUR COMPLEX	A psychological tendency where someone feels a strong urge to help others, sometimes to the extent of neglecting their own needs or becoming overly intrusive. Despite appearing positive, it can create issues in relationships and for the person themselves. People with a savior complex seek to fix others' problems and often see themselves as heroes, but this can result in little impact on challenging oppressive systems effectively.
IMPLICIT BIAS	The attitudes and stereotypes that impact our judgments and actions without our awareness. These biases are shaped throughout our lives, representing social stereotypes about certain groups that individuals form without conscious realization.

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