

# Understanding Diversity, Inclusion, and Equity

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## Goals and Objectives:

- Understand key terms related to inclusion and equity.
- Learn how to appropriately find answers to questions about marginalization, inclusion, and equity.
- Discuss common factors that harm inclusion.
- Understand what it means to be an ally, accomplice, and leader in the field of equity.
- Explore best practices to create inclusive environments.

## Activity 1- Identity, Marginalization, and Privilege:

Write down aspects of your identity in the first column and then associate that aspect with a privilege it brings you or how it marginalizes you.

<u>Identity</u>	<u>Privilege</u>	<u>Marginalization</u>
Eg: Cis gendered	Eg: My gender identity is not constantly scrutinized by the public.	
Eg: Female		Eg: I get paid only about 80 cents to a dollar a man in my same position makes.

**Activity 2: You are in charge of organizing a community event, create a 5 point plan that you will present to the community board from what you have learned in this presentation.**

- 1.
- 2.
- 3.
- 4.
- 5.

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## Difficult-Discussions Glossary for Understanding Diversity, Inclusion, and Equity

- **Identity:** The distinguishing character or personality of an individual [Merriam-Webster].
- **Culture:** The customary beliefs, social forms, and material traits of a racial, religious, or social group [Merriam-Webster].
- **Marginalization:** A bias system that places certain groups of people in a position of insignificance within a community based on their identity.
- **Privilege:** Aspects of one's identity that allows them to go through life without being put in a position of disadvantage.
- **Diversity** with regards to people can be described as a collection of individuals with different characteristics. There are different dimensions to diversity-
  - Visible- Such as race, age, ethnicity, and so on.
  - Invisible- Such as religion, skills, abilities, socio-economic status, culture, and so on
- **Inclusion:** the act or practice of including and accommodating people who have historically been excluded (as because of their race, gender, sexuality, or ability) [Merriam-Webster].
- **Equity:** The act of providing adequate resources to establish fairness with all who are concerned.
- **Liberation:** A movement that aims to create a system where there are equal rights and status for a group.

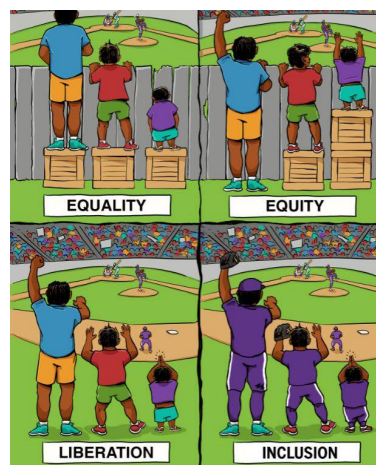


Image Source- <https://www.storybasedstrategy.org/the4thbox>

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- **Unconscious/Implicit Bias:** Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Source: University of California-San Francisco Office of Diversity and Outreach.
- **Microaggression:** A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority) [Merriam-Webster].
- **Misinformation:** Incorrect or misleading information [Merriam-Webster]. It is always important to check the source of the information you are receiving. Look for reputable news sources, peer reviewed articles in journals, and the credibility of the information provided before sharing or accepting the information provided to you.
- **Ally:** A person of one social identity group who stands up in support of members of another group. (Source: Ontario Public Service Employees Union).
- **Accomplice:** A person of a social identity group who works to dismantle systems that oppress members of another group by working with leaders from the oppressed group.

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