What is Diversity, Equity and Inclusion (DEI)*?

Diversity is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. Populations that have been-and remain- underrepresented among practitioners in the field and marginalized in the broader society.

Equity is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

Inclusion is an outcome to ensure those that are diverse actually feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all. To the degree to which diverse individuals are able to participate fully in the decision-making processes and development opportunities within an organization or group.

Definitions come from the eXtension Foundation Impact Collaborative, Tuskegee University. https://dei.extension.org/   They are a great resource for all things DEI.

Below are some additional resources that you may find helpful.

Why Diversity, Equity, and Inclusion Matter for Nonprofits—Covers How and Why and It provides several tools for embedding EDI into work at all levels of an organization.

The MSW@USC Diversity Toolkit—A Guide to Discussing Identity, Power, and Privilege—with specific exercises.

What's the Difference Between Diversity, Inclusion, and Equity?— Good breakdown of the differences between diversity, inclusion, and equity and how they're related. There are also a few basic exercises that may be helpful for individuals to do on their own or with colleagues to further clarify the definition of each.

Diversity, equity, and inclusion consultants share a script to respond to racist microaggressions at work so you know exactly what to say in the moment—Talks about how to approach and respond to microaggressions. It's also helpful to organizations for learning about microaggressions and how they may or may not be perpetuated in the workplace.

[Urgently Looking for Anti-Racism Training for Your Company? Start Here](#).—Gives an examination of where diversity, equity, and inclusion efforts at an organization often stand, which can provide a kick in the pants to get things started. It offers a nice set of questions and points to consider when engaging in diversity, equity, and inclusion efforts.

[11 Books To Read If You Want To Be A More Inclusive Leader](#) —Forbes post provides books that take on different aspects of DEI work. Enhance "soft" skills and tackle implicit or unconscious biases to become more inclusive.

[Racial Equity Tools Library](#) —Database of information and tools to support individuals and organizations working to achieve racial equity.

DEI Decision Tree by MIT.—A handy decision chart for when requesting training or facilitation related to racism, first consider your goals. What do you want to do? (PDF)

[Project Implicit](#)- Harvard Implicit Bias Test

[Nonprofit Learning Lab](#)- Wide range of anti-racism and equity resources.

[Diversity and Inclusion Toolkit-](#) From Brown University. The toolkit provides guidelines for demonstrating an understanding of compliance, cultural awareness, respect for differences, and coaching for positive change towards inclusive practices for all identities.

Last updated 1/6/21