

## **UWKV'S DEI DEFINITIONS**

### **DIVERSITY**

Diversity is the presence of individuals from various backgrounds, identities, and abilities. These differences are layered, interconnected and often include aspects of age, class, cognitive style, ethnicity, gender identity, generational poverty or privilege, physical ability, race, religion, sexual orientation, and all other real or perceived differences.

### **EQUITY**

Equality and equity have different meanings. Equality means each individual or group of people is given the same resources or opportunities. Equity recognizes that each person has different circumstances and allocates the resources and opportunities needed to reach an equal outcome. Equity is possible when systemic, institutional and historical barriers based on race, gender, sexual orientation, and other identities are dismantled and no longer predict socioeconomic, education and health outcomes. Working toward equity acknowledges unequal starting places and the need to correct the imbalance.

### **INCLUSION**

Inclusion is when all people who are traditionally excluded or marginalized are valued by the group, are able to participate fully, and are active participants in decision making, especially in making decisions that affect their lives. This includes people with diverse perspectives, backgrounds, and abilities.

*Approved by the Board of Directors: April 2024*