

Diversity Definitions



Diversity: The range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

-Stanford University

Diversity: A defining feature of California's past, present and future, diversity refers to the variety of personal experiences, values and worldviews that arise from differences of culture and circumstance. It is the variety created in any society (and within any individual) by the presence of different points of view and ways of making meaning, which generally flow from the influence of different cultural, ethnic and religious heritages, from the differences in how we socialize women and men, and from the differences that emerge from class, age, sexual orientation, gender identity, ability and other socially constructed characteristics

-UC Davis

Diversity: The wide variety of shared and different personal and group characteristics among human beings. The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies

-University of Pittsburg

"Diversity" means more than just acknowledging and/or tolerating difference. Diversity is a set of conscious practices that involve:

- Understanding and appreciating interdependence of humanity, cultures, and the natural environment.
- Practicing mutual respect for qualities and experiences that are different from our own.
- Understanding that diversity includes not only ways of being but also ways of knowing;
- Recognizing that personal, cultural and institutionalized discrimination creates and sustains privileges for some while creating and sustaining disadvantages for others;
- Building alliances across differences so that we can work together to eradicate all forms of discrimination.

-Queensborough Community College

Tolerance Definitions



Tolerance: Acceptance and open-mindedness to different practices, attitudes, and cultures; does not necessarily mean agreement with the differences.

-University of Pittsburg

Tolerance is the level of ability that someone has to recognize and respect other's values and differences. Being **tolerant** means accepting **diversity** and not expressing negative attitudes toward individuals who are different.

From: *“Demanding Diversity: Tolerance is Not Enough”*

<https://www.psychologytoday.com/us/blog/culturally-speaking/201812/demanding-diversity-tolerance-is-not-enough>

-Monica T. Williams, PhD, in Psychology Today

“Tolerance is best understood as a three-dimensional concept, which includes acceptance of, respect for, and appreciation of difference.”

<https://link.springer.com/article/10.1007/s11205-019-02176-y>

-Social Indicators Research, September 2019 Publication

“Tolerance is not passive. It demands an active choice to reach out on the basis of mutual understanding and respect, especially where disagreement exists. Tolerance means recognizing that our diversity is a strength — a wellspring of creativity and renewal for all societies.”

<https://www.un.org/press/en/2013/sgsm15462.doc.htm>

-Former UN Secretary General Ban Ki-moon

Respect Definitions



Respect: admiration felt or shown for someone or something that you believe has good ideas or qualities.

Example: I have great/the greatest respect for his ideas, although I don't agree with them.

Example: She is a formidable figure who commands a great deal of respect (= who is greatly admired by others).

-Cambridge Dictionary

“As children we are taught to respect our parents, teachers, and elders, school rules and traffic laws, family and cultural traditions, other people's feelings and rights, our country's flag and leaders, the truth and people's differing opinions.”

“How our lives go depends... on whether we respect ourselves. The value of self-respect may be something we can take for granted, or we may discover how very important it is when our self-respect is threatened, or we lose it and have to work to regain it, or we have to struggle to develop or maintain it in a hostile environment.”

<https://plato.stanford.edu/entries/respect/#ConRes>

-Stanford University

Respect: Giving consideration and attention to a given person, group, or situation that takes another's perspective and experiences into account.

-University of Pittsburg

Beliefs That Reflect Respect

- Everything we do, say, and provide to others makes a statement about our regard for them.
 - Respectful interactions do not draw undue or negative attention to a person's difference or disability.
 - Demonstrating concern and support for individual difference sets the stage for communicating our respect for others.

-The Council on Quality and Leadership

Inclusion Definitions



Inclusion: The act of creating an environment in which any individual or group will be welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces and respects differences.

-University of Washington

Inclusion: Refers to the intentional, ongoing effort to ensure that diverse individuals fully participate in all aspects of organizational work, including decision-making processes. It also refers to the ways that diverse participants are valued as respected members of an organization and/or community

-Stanford University

Inclusion: Authentically bringing traditionally excluded individuals and/or groups into processes, activities and decision/policy making in a way that shares power. Inclusion promotes broad engagement, shared participation, and advances authentic sense of belonging through safe, positive, and nurturing environments. Inclusion is key to eliminating systemic inequality.

-University of Pittsburg

Inclusion: We commit to pursuing deliberate efforts to ensure that our campus is a place where differences are welcomed, different perspectives are respectfully heard and where every individual feels a sense of belonging and inclusion. We know that by building a critical mass of diverse groups on campus and creating a vibrant climate of inclusiveness, we can more effectively leverage the resources of diversity to advance our collective capabilities.

-University of Michigan

Equity Definitions



Equity: The guarantee of fair treatment, access, opportunity and advancement for all students, faculty and staff, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.

-UC Davis

Equity: The proportional distribution of desirable outcomes across groups. Sometimes confused with equality, equity refers to outcomes while equality connotes equal treatment. More directly, equity is when an individual's race, gender, socio-economic status, sexual orientation, etc. do not determine their educational, economic, social, or political opportunities.

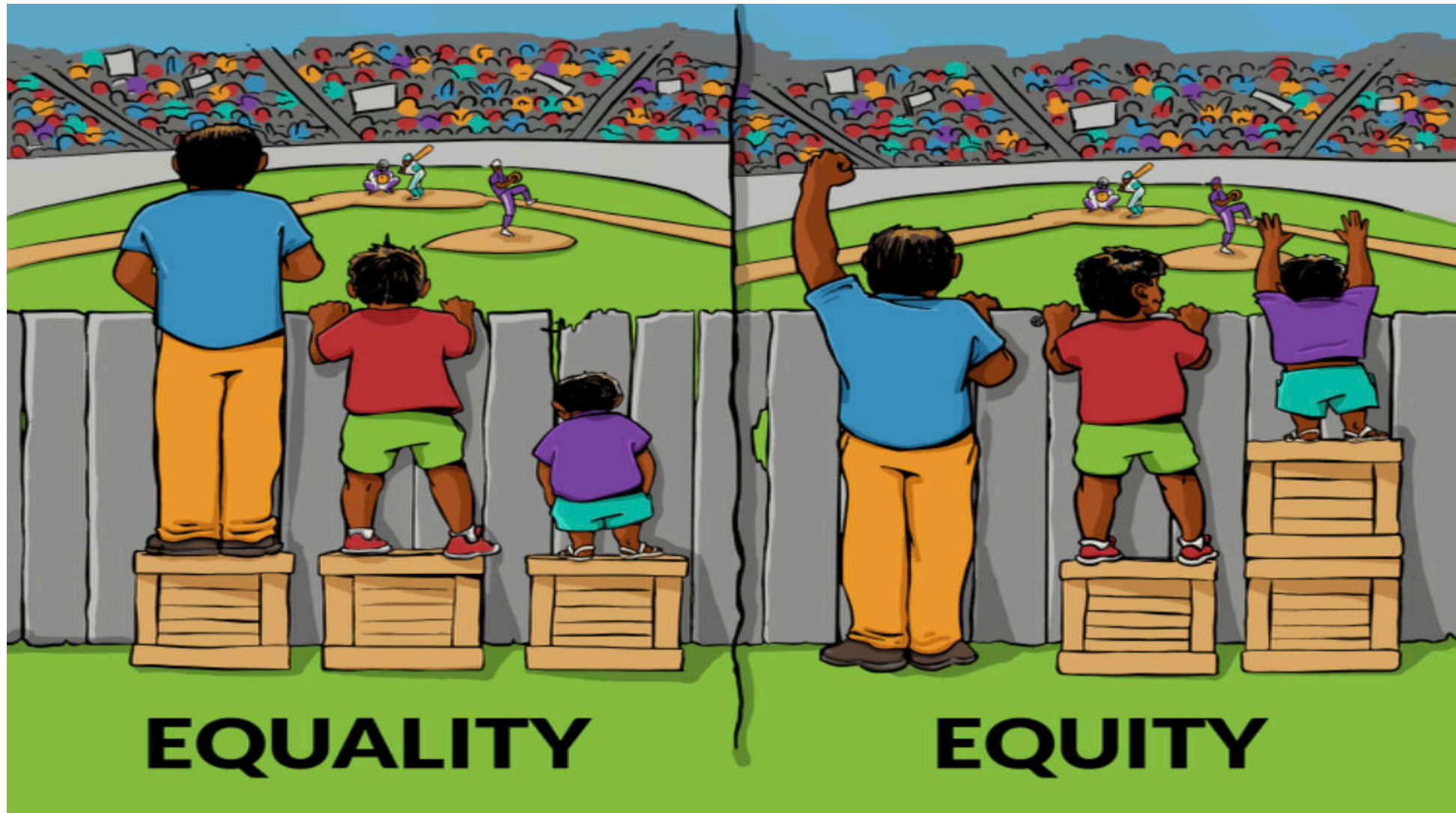
-University of Pittsburg

Equity: The condition under which individuals are provided the resources they need to have access to the same opportunities, as the general population. Equity accounts for systematic inequalities, meaning the distribution of resources provides more for those who need it most. Conversely equality indicates uniformity where everything is evenly distributed among people.

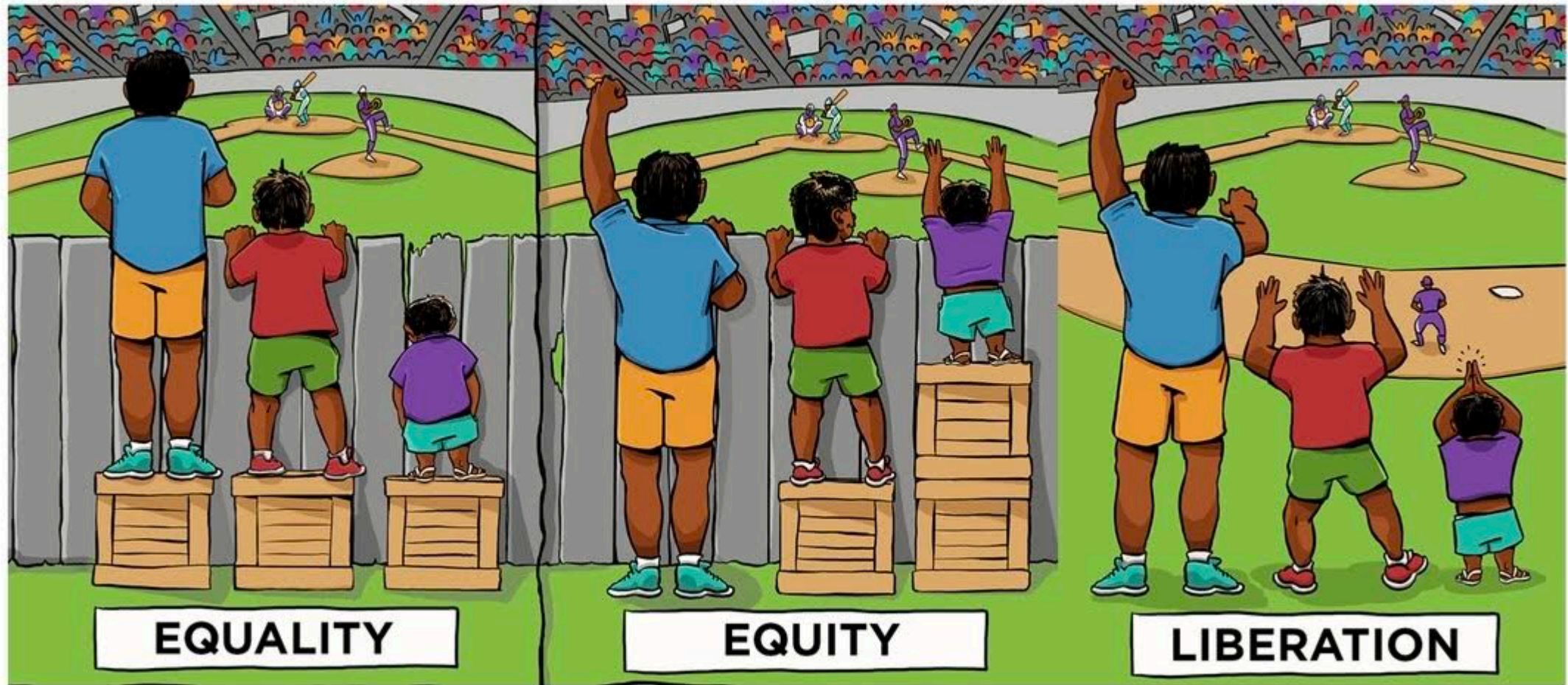
-Academic Senate for California Community Colleges

Equity: We commit to working actively to challenge and respond to bias, harassment, and discrimination. We are committed to a policy of equal opportunity for all persons and do not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status.

-University of Michigan



“Interaction Institute for Social Change | Artist: Angus Maguire.”



“Interaction Institute for Social Change | Artist: Angus Maguire.”

- Diversity is where everyone is invited to the party
- Equity means that everyone gets to contribute to the playlist
- Inclusion means that everyone has the opportunity to dance

*-Chief Diversity Officer Robert Sellers,
University of Michigan*