Organizational Diversity, Equity, and Inclusion (DEI) Definitions
As affirmed by the DEI Steering Committee on 01.13.20 pending creation of our organizational statement

DIVERSITY

Diversity is all of our varied identities and differences, as individuals and collectively, inclusive of beliefs, perspectives, and values.

EQUITY

Equity refers to outcomes that are not negatively correlated with factors such as, but not limited to, race, ethnicity, sexuality, gender or ability.

INCLUSION

Inclusion is the act of creating environments in which any individuals or groups are and feel welcomed, respected, supported, and valued to fully participate and affect decisions and actions at all levels of an organization.