



Equal Employment Opportunity Definitions

- **Equal Employment Opportunity-** The fair treatment in employment, promotion, training, and other personnel actions without regard to race, color, religion, sex, age, national origin, and physical or mental disability and other protected classes.
- **Historically Excluded-** This term refers to groups who have been denied access to jobs, education, or housing and/or suffered past institutional discrimination in the United States.
- **Diversity-** Presence of differences within a given setting, like the workplace. Diversity includes not only ways of being but also ways of knowing.
- **Equity-** Refers to fairness and justice. Whereas **equality** means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to the imbalances.
- **Inclusion-** Individuals with different identities feeling and/or being valued, leveraged, and welcome within a given setting.
- **Cultural Competency-** The ability to interact effectively with people of different cultures domestically and internationally. Cultural competence involves interpersonal awareness, cultural knowledge, and a skill set that together promotes impactful cross-cultural knowledge sharing and collaboration.
- **Bias-** A natural psychological process that results in unwarranted opinions or hostile feelings about a social group that is perceived as different from one's own.
- **Implicit Bias-** Unexamined preferences for what is comfortable/familiar. Implicit bias operates outside of the person's awareness and can be in direct contradiction to a person's espoused beliefs and values.
- **Affinity Bias-** Positive response to someone who is similar to us.
- **Perception Bias-** Tendency to form stereotypes and assumptions about certain groups that makes it difficult to make objective judgments about someone from that group.
- **Halo Bias-** Approving all of a person's actions because of their past praiseworthy actions, education, and professional accolades.
- **Horn Bias-** One's perception of another that is unduly influenced by a single negative trait.
- **Confirmation Bias-** The tendency to search for, interpret, favor, and recall information that confirms our initial perceptions while ignoring information that is contrary to our initial perceptions.
- **Groupthink-** When the desire for harmony or conformity in the group results in non-optimal decision making.