

INTERCULTURAL DEVELOPMENT INVENTORY DEFINITIONS

Diversity

The statistical representation of different social groups identities within an organization.

Inclusion

Strives to establish systems, structures, policies, and practices that maximize the contributions and engagement of the diversity within an organization or campus in fair and just ways and ensures a sense of individual and collective belonging.

Equity

Refers to fair treatment in access, opportunity, and advancement for all individuals. It includes identifying and working to eliminate barriers to fair treatment for marginalized groups, from the group level through systemic changes in organizations and institutions.



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