

## ***Diversity, Equity, Inclusion & Belonging Definitions***

### ***City of Santa Rosa***

#### **Diversity**

Diversity refers to a broad range of differences and variations in identifying individuals' characteristics, both visible and invisible. Any human dimension which can be used to identify groups of people can be represented in a diverse group. For example, a diverse organization may be comprised of individuals with different and intersecting **inherent** and **acquired** identities.

- Inherent identities: Traits one is born with such as skin color, gender, sexual orientation, and abilities
- Acquired identities: Traits gained through life experiences such as cultural background, religion, education, citizenship status, and cognitive diversity (political views, perspectives, ideas, etc.)

#### **Diversity without Equity or Inclusion Examples:**

Workforce can be diverse, but the organization still experience:

- Discrimination
- Pay inequities
- Staff not included in meaningful ways
- Microaggressions, bullying, and unwanted treatment

#### **Equity**

"Equity is **fairness** and **justice** achieved through systematically assessing disparities in opportunities, outcomes, and representation and redressing [those] disparities through targeted actions."\*

\* Source *Centering equity in collective impact* by Sheri Brady, Junious Williams, Mark Kramer, Paul Schmitz, John Kania <https://philanthropynewsdigest.org/columns/ssir-pnd/centering-equity-in-collective-impact>

#### **Equity Examples:**

- Developing targeted strategies to reduce COVID infection rates based on how communities are situated differently concerning health disparities and access
- Allowing for alternative hiring requirements where possible to increase diversity in candidate pools
- Childcare to support the engagement of parents

#### **Inclusion**

Inclusion is the act of being included, e.g., you are invited to participate according to the rules and norms previously set.

#### **Inclusion without Belonging Examples:**

Invited to the meeting but

- Not acknowledged as an essential participant- no sharing of air time or demonstrated value of diversity
- Suggestions, comments, experiences not considered real, valuable, or important
- Afforded no power to shift process, outcomes, or expectations

#### **Belonging**

Belonging = inclusion + meaningful participation + co-owning and co-creating new and existing structures

To co-own and co-create, individuals need:

- Some dignity – interpersonal and within-group culture
- Some power – position, structure, hierarchy within the group