

AOE - YOUR PARTNER IN DIVERSITY, EQUITY & INCLUSION

The Importance of Language

- Diversity goes beyond race. It represents the individual differences members may identify with or as, such as they relate to their social and professional identity.
- Demographic factors include gender identity, ability, race, nationality, age, sexual orientation, veteran status, caring responsibilities.
- Professional identity should also be considered. Factors include job type, departmental bias, tenure, worksite, location, employment status, responsibilities, education, training and more.

Diversity vs. Inclusion

Who is represented in an organization. Inclusion speaks more to who is respected, expected and integrated into an institution.

Diversity

Is the presence of “difference” within a given setting. Differences can arise in our appearances, thoughts, likes and dislikes, values and identities. Diversity among identities may relate to gender, race, ethnicity, religion, nationality, education, marital status, sexual orientation, (dis)ability, and socioeconomic status.

Equity

EQUITY means FAIR treatment, fair access, fair opportunity and fair advancement for all people. Equity is an approach that ensures everyone is supported in their personal and professional development. Unlike equality, equity does not aim to treat all individuals in the exact same way. Instead, equity recognizes that advantages and barriers exist.

Inclusion

The act of creating environments in which people feel like they can bring their authentic selves to work. It means everyone feels valued, respected and appreciated for their unique identities, even when they're

different from others. Inclusion outcomes are met when you, your institution, your policies and programs are truly inviting to all.



AOE DIVERSITY, EQUITY & INCLUSION DEFINITIONS

Micro-Aggression

- Offense is never intended
- A quick, small act that results in a slight or indignity.
- They are cumulative. On their own, may not seem like a big deal. But they add up.
- Aren't always words (i.e., hug your purse tighter when a Black man walks by, following someone around a store, assuming person of color is service worker)
- They normalize racism, sexism, etc.



Examples

- Are you the first person in your family to graduate from college?
- You speak English really well!
- I thought Asian people ate a lot of rice.
- That's so ghetto.
- Your name is too difficult for me. Do you have a nickname?
- You are so exotic.
- That fiery Latin blood.
- Your accent is adorable.
- You don't sound Black.
- She's done a great job considering she's a woman, not an engineer, etc.
- I Jewed him down
- That's so gay
- Indian giver
- We got gypped
- You people...
- As a woman (Jew, Black, etc.), I know what you go through as a racial minority
- When I look at you, I don't see color
- I am not a racist. I have several Black friends.

AOE DIVERSITY, EQUITY & INCLUSION DEFINITIONS

Microinequities

Micro-inequity is a theory regarding ways in which individuals are either singled out, overlooked, ignored, or otherwise discounted based on an unchangeable characteristic such as race or gender. Can be conveyed through facial expressions, gestures, tone of voice, choice of words

Examples

- Calling women “honey” or “sweetheart”
- Assigning tasks according to stereotyped roles (women as note-takers)
- Confusing a person of a certain ethnicity with another person of the same ethnicity

In-group Favoritism

This is not a prejudice against a group as much as it is about favoring others who are a part of “your” group

Systemic Bias

Prejudice or unfairness directed by a system or institution (health, religious, judicial, etc.) towards individuals of an oppressed or marginalized group, whether consciously motivated or from lack of exposure to issues important to marginalized communities

Implicit (Unconscious) Bias

Prejudice or unfairness directed by someone (person) from a privileged group towards individuals from an oppressed or marginalized group, usually coming from a lack of exposure to issues important to marginalized communities

Examples

A common example seen in studies shows that white people will frequently associate criminality with Black people without even realizing they’re doing it

Model Minority (Myth)

A model minority is a minority demographic whose members are perceived to achieve a higher degree of socioeconomic success than the population average, thus serving as a reference group to outgroups

Examples

Contrast Asian Americans (particularly East and South Asians) and Jewish Americans against African and Hispanic Americans, enforcing the idea that Asian and Jewish Americans are good law-abiding, productive citizens/immigrants, while promoting the stereotype that Hispanics and African Americans are prone to crime and dependent on welfare

AOE DIVERSITY, EQUITY & INCLUSION DEFINITIONS

Critical Race Theory

Academic movement seeking to critically examine the law as it intersects with issues of race, and to challenge mainstream liberal approaches to racial justice

Social Justice

Social justice is the relation of balance between individuals and society measured by comparing distribution of wealth differences, from personal liberties to fair privilege opportunities

Pronoun	Sounds like	Variations
He/Him	You already know this one!	His, Himself
She/Her	You already know this one!	Hers, Herself
They/Them	Yes, it's okay to use this referring to a singular person!	Theirs, themself
Ze (or Zie)	Zee (like "see" with a "Z")	Can also be spelled as xe
Name	Whatever their name is!	Some people don't want to use pronouns at all and will ask you to refer to them by their name alone.

Sex: Sex is a label – male, female or intersex – that you're assigned at birth based on the genitals you're born with and the chromosomes you have. It does not necessarily match someone's gender/gender identity.

Gender: Gender is complex: It's a social and legal status, and set of expectations from society, about behaviors, characteristics, and thoughts.

Gender identity is the internal perception of one's gender, and how they label themselves, based on how much they align or don't align with what they understand their options for gender to be.

Cisgender: Applies to someone whose gender matches their "assigned" sex at birth.

Transgender: Applies to a person whose gender is different from their "assigned" sex at birth. Doctors typically assign gender based on sexual organs, but sex and gender are different