

Please note, this is intended to provide a starting point of common words or phrases used within the DEIB space and is by no means a comprehensive guide.

- DEIB** Diversity, Equity, Inclusion and Belonging. Other combinations of these may also be used including D&I, DEI or DIB.
- Diversity** Differences among people in how they identify in relation to their social identity including age, racial and cultural background, disability, gender, sexual orientation, social class and education.
- Equity** Leveling an even playing field by identifying and eliminating inequities and barriers.
- Inclusion** Conscious efforts, behaviours, policies and norms that make every person feel welcome, heard and valued with their unique differences.
- Belonging** The result of inclusion efforts, where an individual is treated and feels like a full member of the larger community and can thrive.
- Unconscious bias** Attitudes and stereotypes that influence judgement, decision-making, and behaviour in ways that are outside of conscious awareness and/or control.
- Microaggression** Comments or actions that communicate a hostile, derogatory or negative message toward a marginalised group; often unconscious and/or unintentional.
- Psychological Safety** The ability to speak up, admit concerns, ask questions, request help and offer differing opinions without fear of negative consequences to an individual's self-image or career.
- Accommodation** A modification or adjustment to a process or the way things are ordinarily done to allow an individual equal access to opportunity, participation and advancement.
- Accessibility** The degree to which equitable access is provided to participation for individuals of all abilities.
- Cultural Appropriation** When aspects of a minority culture are adopted by someone outside the culture – often promoting disrespectful and inappropriate racial and cultural stereotypes.
- Privilege** A sustained benefit or advantage to an individual that comes from belonging to a particular race, gender, sexuality, age, socioeconomic status and other.
- Intersectionality** The ways in which personal and social identities combine and interact to create unique forms or patterns of discrimination or oppression.