



ED ENUF

THE DIVERSITY E-LEARNING PLATFORM

Diversity Taskforce Module 1,
Lesson 1:

How Does Your
Organization Define
Diversity And Why?

Defining Diversity And Inclusion

Section I: Individual Activity

Question: Does my organization has a written definition for diversity and inclusion?

Yes

If yes, please proceed to the bottom of the page and fill in the definitions.

No

If no, please take a moment to read the definitions below and write down definitions that you think make sense for your organization.

Keep in mind:

Diversity: Typically defined as the difference between people. It usually includes primary characteristics like race, ethnicity, gender, gender identity, disability and age. It may also include secondary, socially acquired factors such as religion, marital status, geographic location, socioeconomic background, military status and educational experience.

Inclusion: Addresses the extent to which individuals are empowered to participate in organizational contexts. It requires the organization to value interactions with various groups, providing them with access to material resources, treating them equitably within institutional processes.

Diversity:

Inclusion:

Defining Diversity And Inclusion

Section I: Group Activity

If possible, have each person share their definitions with the group (it may be helpful to make a list of main points on a whiteboard or other shared medium). Then discuss which specific elements of the definitions should be incorporated into organization-wide definitions. Consider how the various elements can be strengthened, modified, consolidated or clarified.

Elements of the diversity definition to be strengthened, modified, consolidated or clarified:

Aspects of the inclusion definition to be strengthened, modified, consolidated or clarified:

Defining Diversity And Inclusion

Section I: Group Activity (Cont.)

You may not come to a consensus today. What elements of the definitions require more research, input or discussion?

Elements of the diversity definition that require more decisions:

Elements of the inclusion definition that require more decisions:

What steps will you take to gather the information, get additional input or continue the discussion?

What are your final definitions of:

Diversity:

Inclusion: