DEI Definitions

DEI

For the purpose of this audit, DEI will be used as a collective term to encompass the concepts of diversity, equity, and inclusion. Though used as a collective term, when responding to statements, comments can directly address the individual aspects. In other words, if the library's efforts address inclusion but not diversity or equity, then the comments included on the audit should indicate this.

Diversity

Diversity can be defined as the various differences that exist between individuals. Many of these differences are based in identities (or how people identify), including aspects like race, ethnicity, gender, sexual identity, political identity, and disability status. A standard definition that could be used is offered by the Ford Foundation:

ALA: "Diversity" can be defined as the sum of the ways that people are both alike and different. When we recognize, value, and embrace diversity, we are recognizing, valuing, and embracing the uniqueness of each individual."

Ford Foundation: "**Diversity** is the representation of all our varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.), collectively and as individuals. We seek to proactively engage, understand, and draw on a variety of perspectives."

Equity

Equity as a concept focuses on whether everyone in an organization or workplace has the same access to information, opportunities, and support (equity of access). Equity can also pertain to equitable treatment, in terms of whether someone is treated equally in various situations. This can include equity of pay, equity in assessment/evaluation, and equity in funding.

ALA: "Equity" takes difference into account to ensure a fair process and, ultimately, a fair outcome. Equity recognizes that some groups were (and are) disadvantaged in accessing educational and employment opportunities and are, therefore, underrepresented or marginalized in many organizations and institutions. Equity, therefore, means increasing diversity by ameliorating conditions of disadvantaged groups."

Ford Foundation: "**Equity** seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. We believe this is only possible in an environment built on respect and dignity."

Inclusion

Inclusion as a concept focuses on making sure that everyone in an organization is considered and included in planning, decision making, and administration. This could mean making sure that all voices are heard and that everyone has the opportunity to contribute or speak up; and also mean making sure that everyone's ideas are also included.

ALA: "Inclusion" means an environment in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities; and can contribute fully to the organization's success.

Ford Foundation: "**Inclusion** builds a culture of belonging by actively inviting the contribution and participation of all people. We believe every person's voice adds value, and we strive to create balance in the face of power differences. We believe that no one person can or should be called upon to represent an entire community."

Sources:

American Library Association. (2017, June 27*). Equity, diversity, inclusion: An interpretation of the* Library Bill of Rights. http://www.ala.org/advocacy/intfreedom/librarybill/interpretations/EDI

Ford Foundation. (n.d.). *Diversity, equity, and inclusion: Commitment. Action. Results. Progress.* https://www.fordfoundation.org/about/people/diversity-equity-and-inclusion/