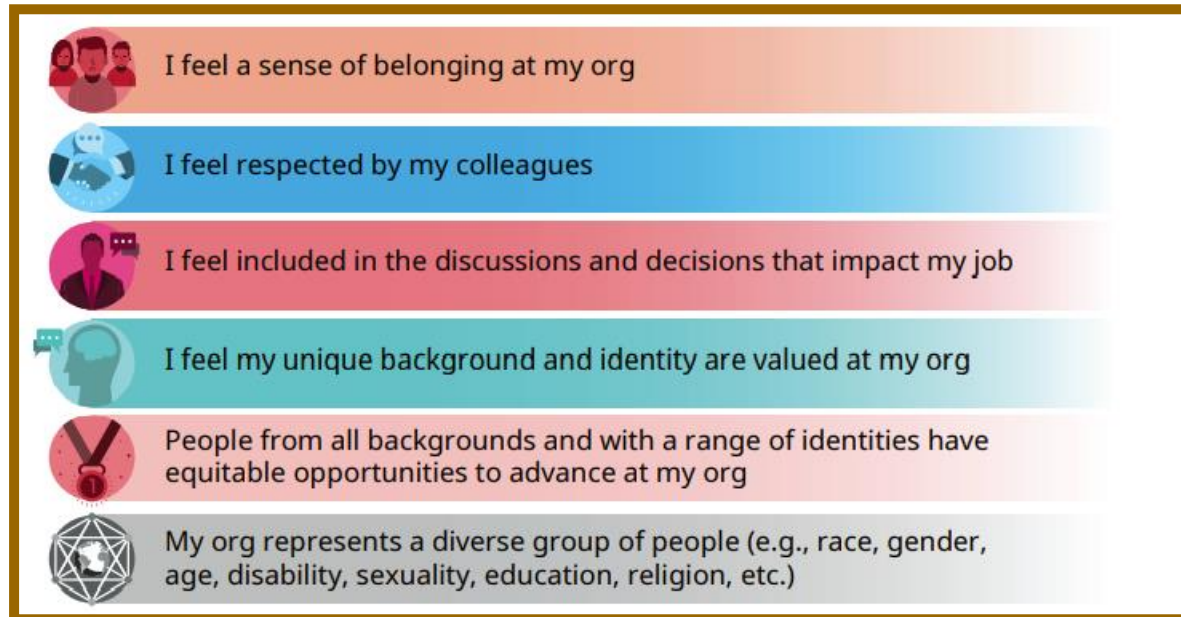


What is DEIB?

- Diversity – Who is at the table?
- Equity – What are the barriers to stay at the table?
- Inclusion – Are all welcome at the table?
- Belonging – Can all be valued for who they are at the table?



Diversity & Equity

- Diversity
 - The presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment or political perspective
- Equity
 - The differentiation between equality & equity
 - Equality – Assumes everyone benefits from the same support. They are being treated equally
 - ☆ Equity – Individuals given different support for them to have equal access at the table. They are being treated equitably.



Inclusion & Belonging

- What does an inclusive environment feel like for everyone?
 - I can bring my authentic self
 - I can speak up without fear or judgement
 - I am heard, respected and valued
- ☆ • As a result of an inclusive environment, I feel like I belong
 - I am accepted and belong
 - I am supported based on my individual needs
 - I can thrive and succeed here

