

# DEI Glossary:

Diversity, Equity and Inclusion Terms You Should Know

## Allyship

The active and consistent practice of building relationships and taking action to support, amplify and advocate for individuals or groups resulting in positive change.

## Authentic Self

The ability to be who you are in the workplace without judgment or criticism because of difference, which allows individuals to share their true personality with colleagues to help build stronger relationships.

## Belonging

The feeling of security, acceptance, and support in the workplace leading to increased employee engagement and retention.

## Cultural Competence

The ability to understand and interact with individuals from cultures or belief systems different from their own. In addition, the ability to adapt to other culture environments enabling one to work more effectively across diverse cultures.

## Employee Resource Groups

Groups designed to bring people together in the workplace around common interests and support organizational goals, also known as **affinity groups**.

## Equality

A state when individuals or groups of people are given the same resources or opportunities.

## Equity

A quality when each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

## Inclusion

The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized. That may include those who have physical or intellectual disabilities and members of other minority groups.

## Inclusive Culture

A work culture and environment that recognizes, appreciates and effectively utilizes the talents, skills and perspectives of every employee regardless of their differences and fosters a sense of belonging.

## Inclusive Leadership

A critical capability in which a leader actively seeks out and considers different perspectives when making decisions, helping organizations leverage diverse talent and adapt to diverse customers and markets.

## Institutional Bias

Practices, scripts or procedures that work to systematically give advantage to certain groups or agendas over others, also known as **systemic bias**.

## Microaggression

Everyday, subtle and often unintentional interactions or behaviors that communicate bias toward historically marginalized groups.

## Reverse Mentoring

A management practice in which a senior leader seeks to gain insight from a less experienced, often younger employee.

## Reward Systems

Systems that help organizations acknowledge their employees' achievements by praising them with monetary or non-monetary rewards to motivate them to do their best.

## Sponsorship

A helpful relationship in which senior, powerful people in an organization use their personal clout to talk up, advocate for and place a more junior person in a key role.

## Systemic Racism

A form of racism embedded in organizational policies, processes and structures that perpetuates racial injustice, also known as **institutional racism**.

## Unconscious Bias

The underlying attitudes and stereotypes that individuals hold outside of their conscious awareness. These thoughts can lead to skewed judgment, also known as **implicit bias**.

## Work-Life Balance

An ideal balance between work and personal life in support of creating happier and healthier employees who in turn are more productive and motivated.