



**Diversity Equity And Inclusion**



## DI·VER·SI·TY

All the ways in which people differ.



## EQ·UI·TY

Fair treatment, access, opportunity, and advancement for all people. One's identity cannot predict the outcome.



## IN·CLU·SION

A variety of people have power, a voice, and decision-making authority.

# DIVERSITY

There's a tendency to refer to people, or a person, as "diverse." Even with the best intentions, referring to people this way feels a lot like euphemism for "outside the majority," or "different from the dominant group." This framing of diversity is misleading at best, because it assumes we're all the same. Diversity as a combination of many different backgrounds. At the same time, older generations tend to view diversity more through the lens of equal and fair representation. It's important to remember that diversity is less about what makes people different – their race, socioeconomic status, and so on - and more about understanding, accepting and valuing those differences.

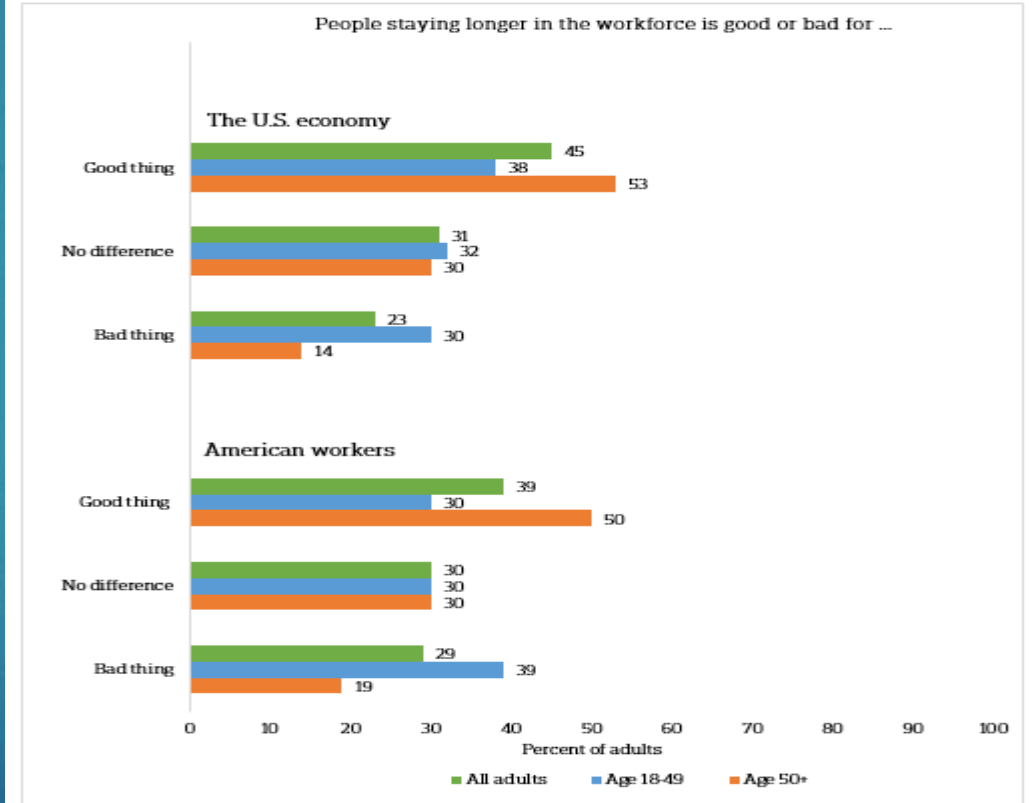
# EXAMPLE:

Race

Age



Older Americans are more likely than those under 50 to say the increase in workers over age 65 has positive effects.



Question: As you may know, the average age of retirement in the United States has been increasing as more people stay in the workforce beyond age 65. Do you think people staying in the workforce longer is mostly a good thing or mostly a bad thing for each of the following, or does it make no difference?  
Source: AP-NORC poll conducted February 14-18, 2019, with 1,423 adults

# Equity



Promoting fairness within policies, procedures, programs, and the distribution of resources by accounting for the different histories, challenges, and needs of our population. Differs from equality, which treats everyone the same despite disparate outcomes. Racial equity is achieved when race does not determine or predict a person's outcomes.

# EXAMPLE:

EQUALITY *SOUNDS* FAIR



EQUITY IS FAIR



# Inclusion



An attitude and approach that embraces human diversity and individual differences and promotes a sense of belonging for all. Inclusion requires involvement and empowerment where the inherent worth and dignity of all people are recognized.

# EXAMPLE:

**Pride**

*Disability*

*Nutrition*

**Tolerance**

*Universal Design*

*Public Access*

*Walkability*

*Complete Streets*

**COMMUNITY**

**HEALTH**

**INCLUSION**

*Person first*

**Accessible**

**Independence**

*Adapted*

**Wellness**

