



EMBEDDING AN EQUITY, DIVERSITY, INCLUSION & BELONGING (EDIB) LENS

What is a Lens? An optical device used for focus, magnification, highlighting or correcting distortions and defects of vision.



EQUITY: How can we create or support fairness, access, and opportunities for all?

Uses a Structural/ Systems Analysis

Key question: What policies, procedures, practices or other factors may be producing and perpetuating disparity and other inequities?

Tracks Patterns/ Trends

Key questions: What groups are systematically advantaged or disadvantaged? What quantitative and qualitative evidence of disparities exists?

Responds to Adverse & Unintended Consequences

Key question: What norms, practices or conditions avoid, ignore or worsen existing inequity, or produce other unintended consequences?

DIVERSITY: What are the differences, similarities and identities that are involved in or a part of the situation?

Incorporates a Historical View

Key question: What past events or factors have had an impact on where we are or what we're facing now?

Challenges Our Assumptions

Key question: How does my identity, position, experience, etc. influence my perspective, support my preferences, and reflect my bias?

INCLUSION & BELONGING:

What are the actions we can take or the influence that we can have to demonstrate and support respect, engagement, belonging, and voice?

Focuses on Stakeholders and Relationships that Matter

Key question: What groups are present and what groups are underrepresented in our stakeholder community? What relationships need to be protected, supported, encouraged, empowered or healed?

Centers the Voice & Engagement of Impacted (or Marginalized) Groups

Key question: How are the views and needs of the racial/ marginalized groups affected, elicited and included?





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“Equity is a Choice. Diversity is a Fact. Inclusion is an Action.
Belonging is the Outcome.”

Adapted from quote by Arthur Chan


Key Concepts

 **Equity:** Creating access and opportunities for all; and, shifting the focus from individuals to potential disparities embedded in policies, practices and processes in organizations and systems. Equity ensures the ability of historically under-represented and marginalized groups to achieve results consistent with full participation and closes the achievement and outcome gaps that exist. Equality is treating people the same, providing the same level of support or resources. **Equity is about dividing resources and varying levels of support to achieve greater fairness.** Pursuing equity requires **equity-mindedness**, an approach guided by an awareness of the ways in which many groups have been historically excluded from employment, housing, economic, health, educational and justice opportunities or marginalized within the structures and institutions that house these opportunities.

 **Diversity:** The similarities and differences that make us unique as individuals and groups. These include (and are not limited to) race, ethnicity, gender, gender identity, sexual orientation, age/generation, socio-economic status, physical and mental ability or attributes, language, religious or ethical values system, education, occupation, geography, citizenship, personality, political beliefs. **Diversity Awareness:** The ability to recognize and respond to the differences and similarities that make up our workforce, clients and other stakeholders, and use this understanding to communicate more effectively, to engage more authentically, and make better decisions.

 **Inclusion:** Empowering participation through **intentional** actions that ensure others are welcomed and valued for who they are and what they bring. Inclusion means recognizing and taking actions to prevent, interrupt and eliminate behaviors, practices, structures that separate, disempower and otherwise exclude individuals and groups by:

- ❖ Continually questioning assumptions and beliefs
- ❖ Interrupting biased behaviors and actions
- ❖ Reassessing “objective” data, structures and procedures embedded in culture and policies
- ❖ Respecting differences

 **Belonging:** Experiencing security, support and acceptance around the identities and group membership that are important to the individual. A sense of belonging can be a contributing factor to psychological safety, teamwork and morale.