



UNDERSTANDING EDIB

Cultivating Equity, Diversity, Inclusion, and Belonging in Our Workplace

Equity asks

WHO IS TRYING TO GET IN THE ROOM, BUT CAN'T - AND WHAT ARE THE BARRIERS?

ACTION:

- Identify barriers preventing certain groups from accessing and participating in opportunities.
- Tailor approaches to ensure fairness and inclusivity for all College members.

Diversity asks

WHO IS IN THE ROOM?

ACTION:

- Embrace and celebrate differences in backgrounds, perspectives, and identities.
- Create a community that reflects the richness of human experiences.

Inclusion asks

HAVE EVERYONE'S IDEAS AND VOICES BEEN HEARD, RESPECTED, AND UNDERSTOOD?

ACTION:

- Foster an environment where everyone feels heard, valued, and respected.
- Encourage participation and engagement from diverse voices.

Belonging asks

IS EVERYONE FEELING VALUED THROUGH POSITIVE CONNECTIONS WITH OTHERS AND ABLE TO BRING THEIR AUTHENTIC SELF TO WORK?

ACTION:

- Cultivate a sense of belonging where individuals feel accepted for who they are.
- Create a safe environment where individuals feel empowered to embrace their true selves, free from judgment, persecution, or repercussion.