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| Table 1. Key Definitions |
| **Diversity:** “references a broad range of individual, population, and social characteristics, including but not limited to age; sex; race; ethnicity; sexual orientation; gender identity; family structures; geographic locations; national origin; immigrants and refugees; language; physical, functional, and learning abilities; religious beliefs; and socioeconomic status.”1  **Inclusion:** “represents environmental and organizational cultures in which faculty, students, staff, and administrators with diverse characteristics thrive. Inclusive environments require intentionality and embrace differences, not merely tolerate them.”1  **Equity:** “the ability to recognize the differences in the resources or knowledge needed to allow individuals to fully participate in society, including access to higher education, with the goal of overcoming obstacles to ensure fairness.”1  **Equality: “**Equality is ensuring individuals or groups of individuals are not treated differently or less favorably, on the basis of their specific protected characteristic, including areas of race, gender, disability, religion or belief, sexual orientation and age.”2 |

1 American Association of Colleges of Nursing. Diversity, inclusion, and equity in academic nursing: AACN position statement. https://www.aacnnursing.org/Portals/42/News/Position-Statements/Diversity-Inclusion.pdf. Published 2017. Accessed March 26, 2019.

2 The University of Edinburgh. “What are equality and diversity?” Published 2016. https://www.ed.ac.uk/equalitydiversity/about/equality-diversity. Accessed March 26, 2019.