

CREATING COMMON LANGUAGE

Diversity encompasses all those differences that make us unique, including but not limited to race, color, ethnicity, language, nationality, sexual orientation, religion, gender identity, socio-economic status, age, and physical and mental ability. A diverse group, community or organization is one in which a variety of social and cultural characteristics exist.

In other words...

- ✓ *Diversity is all those things which make us similar and different.*
- ✓ *We are more similar than we are different.*
- ✓ *The differences matter, especially those that don't affect me directly.*

Inclusion denotes an environment where each individual member of a diverse group feels valued, is able to fully develop his or her potential and contributes to the organization's success.

Equity acknowledges differences in privilege, access, and need, and supports space for appropriate adaptation and accommodation.

Unearned Privilege is the idea that some individuals receive unearned advantages in life solely based on being a member of certain social identity groups. Unearned privilege is usually invisible to those who enjoy its benefits.

Culture refers to integrated patterns of human behavior that include the language, thoughts, communications, actions, customs, beliefs, values, and institutions of racial, ethnic, religious, or social groups.

Cultural Competence is a process of lifelong learning. It results in knowledge, skills, behaviors, and attitudes that allow us to work effectively with others from different cultural backgrounds, increases the ability of organizations to maximize the benefits of diversity within their workforces, and improves the services we offer to our various stakeholders.

The Golden Rule:

*Treat others as you
would like to be treated.*

The Platinum Rule:

*Treat others as **THEY**
would like to be treated.*