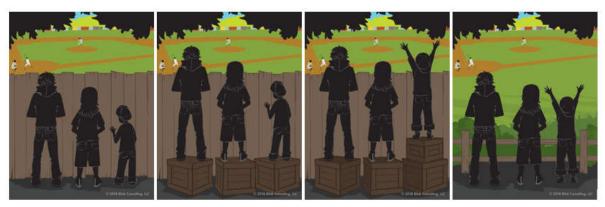**Blink working definitions for DEI+**
ISCA July 2020

Diversity

Differences within those aspects of identity that correlate with group-level disparities of status, privilege, opportunity and access to resources within a community.

"Diversity" includes dominant and over-represented groups, whose identities and cultures tend to set the norm against which "differences" are defined.

Diversity is a fact, whether or not it's valued.

Equity

As opposed to treating every individual equally (i.e. identically), equity practice:
   • Presumes diversity (unearned differences in status, privilege/disadvantage, access to resources and opportunities) within a community, and
   • Equalizes the ability of all groups to thrive, by
   • Ensuring that everyone has what they need, and
   • Redressing unfair biases and discrimination in the community's culture and systems
for the benefit of the community as a whole.

Inclusion

Beyond simply being nice or prohibiting discrimination, how a group actively creates an environment in which diverse members "share a sense of belonging, mutual respect, being valued for who they are, and supportive energy and commitment from others so that they can do their best work" (Miller & Katz, 2002).

Inclusion goes beyond welcoming you (into my house) to sharing rights and stewardship of the community.

Cultural competency

Cultural competency is "not a state at which one arrives; rather it is a process of learning, unlearning, and relearning… throughout a lifetime" (AEA, 2011) to "bring into check power imbalances, engage in respectful and dynamic partnerships with others, and hold systems and structures accountable" (Tervalon and Garcia) for equity and inclusion. **Cultural competency** comprises:

- Intentionally growing **oneself**;
- Cultivating relationships with **others**;
- Shaping one's **environment and context** "toward justice" (Parker, 1871);
- Learning and practicing **language, tools and skills** to advance equity and inclusion, for mutual individual, community and institutional thriving at the "micro, to mezzo and macro" levels (Chavez, Tervalon, & Murray-Garcia, 2012) of a community.

Political correctness[1]

A. Language, actions and policy that strive not to disparage or disadvantage a group of people by default/as the status quo (mid-20th century US social consciousness movement that spawned…)
B. (Liberal) language, actions and policy that police *any possible* offense, asserting one right way to think
C. A pejorative (conservative) label—as in, *"You're just being PC!"*—used to undermine legitimate efforts to address bias and discrimination
D. A declared "threat" to freedom of speech
E. Code for "you have no sense of humor"
F. An underlying cause of silence in vital conversations about equity and inclusion

Social justice

A. "Anything its champions want it to mean" (Goldberg, 2014)
B. Specific, often liberal or progressive, stances on social issues (whether a specific choice/action, perspective or framework for understanding)
C. Individual, collective and institutional striving to realize the core promises of your community for all—not just some—community members to thrive, through ongoing, intentional discernment and action, which requires:
D. "A recognition that:
- all people are individuals, but we are also members of socially constructed groups;
- society is stratified, and social groups are valued unequally;
- social groups that are valued more highly have greater access to resources and this access is structured into the institutions and cultural norms;
- social injustice is real and exists today;

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[1] The "multiple choice" format of the definitions for political correctness and social justice are an acknowledgment that these terms can have several contemporaneous and conflicting meanings.

- relations of unequal power are constantly being enacted at both the micro (individual) and macro (structural) levels;
- we are all socialized to be complicit in these relations;
- those who claim to be for social justice must strategically act from that claim in ways that challenge social injustice; and
- this action requires a commitment to an ongoing and lifelong process" (Sensoy & DiAngelo, 2014).