

*This Glossary of Key Diverse Terms has been designed as a "living document" tool to assist in creating a common INTERNAL Diversity & Inclusion language to establish and foster an Environment of Inclusion as a DEI Level Setting Resource within YCEA Welcoming Workplaces Council.*

<p><b>ASSUMPTIONS</b></p>	<ul style="list-style-type: none"> <li>◆ A thing that is accepted as true or as certain to happen, without proof</li> <li>◆ An assumption is something that you assume to be the case, even without proof.</li> <li>◆ When a person takes something for granted or literally takes possession of something.</li> <li>◆ The act of taking for granted – supposition, presumption, conjecture, suspicion, surmise, theory, hypothesis</li> </ul>
<p><b>BARRIER</b></p>	<ul style="list-style-type: none"> <li>◆ Obstruction, difficulty, hindrance, obstacle, hurdle, stumbling block, restriction</li> <li>◆ That which you may not have direct control or authority to remove, but must be aware of and plan for when developing strategies and implementation</li> </ul>
<p><b>BELONGING</b></p>	<ul style="list-style-type: none"> <li>◆ The sense of belonging occurs when the person feels that they are part of something bigger than themselves and, therefore, recognizes the rest of the members of their reference group as equals. This can have a very positive effect on their self-esteem, and it is especially important for younger generations.</li> <li>◆ Feeling of being taken in and accepted as part of a group, thus, fostering a sense of belonging.</li> <li>◆ It also relates to being approved of and accepted by society in general. Also called belongingness.</li> </ul>
<p><b>BIAS</b></p>	<ul style="list-style-type: none"> <li>◆ An inclination or preference, especially one that interferes with impartial judgment.</li> <li>◆ A leaning or preference in favor of a particular individual or group (essentially the opposite of prejudice).</li> <li>◆ Preference without facts (in favor of someone or something)</li> </ul>
<p><b>CHALLENGE</b></p>	<ul style="list-style-type: none"> <li>◆ Anything that calls for special effort</li> <li>◆ A test of one's abilities or resources in a demanding but stimulating undertaking</li> </ul>
<p><b>CHANGE AGENT</b></p>	<ul style="list-style-type: none"> <li>◆ A change agent is someone who is tasked to "alter human capability (for the better) or organizational systems to achieve a higher degree of output or self-actualization."</li> <li>◆ Change agent is as much about identity and character as it is any definitions.</li> <li>◆ Regardless of what is going on today, a change agent has a vision of what could or should be and uses that as the governing sense of action</li> <li>◆ A change agent has a strong ability to self-motivate.</li> <li>◆ A change agent must understand people; at the end of the day, change is about people</li> </ul>
<p><b>CHANGE MAKER</b></p>	<ul style="list-style-type: none"> <li>◆ A change maker is someone who is deeply passionate about solving a particular issue or a problem for the purpose of the greater good. A change maker often is a highly empathetic and idealistic person who is passionately working on a hopeful mission, no matter how difficult the obstacles or circumstances.</li> <li>◆ A person who desires change in the world and, by gathering knowledge and resources, makes that change happen.</li> <li>◆ Change makers are comfortable out of the comfort zone and understand the value and the need to proactively go to those places.</li> <li>◆ Change makers are driven by partnering with others, getting creative and developing solutions.</li> <li>◆ Change makers are value driven, mission driven and thrive on meaningful action for purpose, on purpose.</li> </ul>

<b>CHANGE MANAGEMENT</b>	<ul style="list-style-type: none"> <li>◆ Is about understanding Past, Current, and Future State.</li> <li>◆ Knowing what is the End In Mind.</li> <li>◆ What is the appropriate approach to ensure Receptiveness, Engagement, and Behavior that will evolve the situation, initiative, and/or person to the next level successfully and with sustainability = value added for the Stakeholders &amp; the Organization</li> </ul>
<b>CIVILITY</b>	<ul style="list-style-type: none"> <li>◆ Civility is claiming and caring for one's identity, needs and beliefs without degrading someone else's in the process.</li> <li>◆ Courteous; Politeness; a Polite Action or Expression</li> <li>◆ Civility is about disagreeing without disrespect, seeking common ground as a starting point for dialogue about differences, listening past one's preconceptions, and teaching others to do the same.</li> </ul>
<b>CULTURAL SENSITIVITY</b>	<ul style="list-style-type: none"> <li>◆ Valuing another's culture as you value your own</li> <li>◆ The ability to understand and empathize with a person or a group of people whose demonstrated values, way of life, religion, conventions and possibly language are different from your own.</li> <li>◆ Awareness about one's cultural assumptions, biases, behaviors, and beliefs. The ability to interact with and understand people from other cultures without imposing one's cultural values.</li> </ul>
<b>CULTURAL TOLERANCE</b>	<ul style="list-style-type: none"> <li>◆ A fair and objective attitude towards those whose opinions, practices, race, religion, nationality, etc. differ from one's own; freedom from bigotry.</li> <li>◆ Cultural tolerance is understood to be one's ability to withstand, respect and tolerate a particular culture, belief and its practices. It is determined by the peaceful or turbulent co-existence of various cultures with intermittent beliefs within a single society.</li> <li>◆ The ability or willingness to tolerate something, in particular the existence of opinions or behavior that one does not necessarily agree with.</li> </ul>
<b>CULTURE</b>	<ul style="list-style-type: none"> <li>◆ A culture shares common assumptions about Behavior, a Shared Belief System and Values - People, Departments, Organizations, Family, Geographical Area, etc.</li> <li>◆ This includes everything from lifestyle choices to food.</li> <li>◆ The system of common beliefs, shared meanings, accepted behavior patterns, values, assumptions, shared common experiences and traditions that distinguish one group of people from another.</li> <li>◆ It is a learned set of behaviors, values, skills, knowledge and beliefs.</li> </ul>
<b>DEMOGRAPHICS</b>	<ul style="list-style-type: none"> <li>◆ The statistical characteristics of human populations (as age, race, income, etc.) used to identify current and potential markets/service areas.</li> </ul>
<b>DIMENSIONS OF DIVERSITY</b>	<ul style="list-style-type: none"> <li>◆ Race, Gender, Ethnicity, Religion, Veterans</li> <li>◆ Age, Capability/Disability, Sexual Orientation, Gender Expression, Gender Identity</li> <li>◆ Generations, Multiculturalism</li> <li>◆ Socio-Economics (Wealth, Upper Class, Middle Class, Low Income, Working Poor, Poverty)</li> <li>◆ Values, Perspectives, Ideas, Skills, Knowledge, Experience</li> <li>◆ Communication Styles, Geography, Sense of Wellness</li> </ul>
<b>DISABILITY</b>	<ul style="list-style-type: none"> <li>◆ A Disability may be physical, cognitive, mental, sensory, emotional, developmental or some combination of these.</li> <li>◆ A Disability may be present from birth, or occur during a person's lifetime.</li> <li>◆ A Disability can be visible or invisible</li> <li>◆ A Disability can be permanent or for a short or long period of time</li> </ul>



# GLOSSARY OF KEY DIVERSE TERMS

<p><b>DIVERSE BUSINESS DEVELOPMENT</b></p>	<ul style="list-style-type: none"> <li>◆ Create trusting relationships with business leaders in the Black and Hispanic/Latino communities</li> <li>◆ Identify and work with start-up Entrepreneurs</li> </ul>
<p><b>DIVERSE SUPPLY PARTICIPATION</b></p>	<ul style="list-style-type: none"> <li>◆ Pipeline build to increase number of diverse suppliers and vendors for procurement services, and products.</li> </ul>
<p><b>DIVERSITY</b></p>	<ul style="list-style-type: none"> <li>◆ Diversity means all the ways we are uniquely different. It includes the readily visible differences and the underlying differences that may be below the surface.</li> <li>◆ Diversity is <b>Different Individuals Valuing Each other, Regardless of Skin, Intellect, Talents, or Years.</b> (PHRC-PA Human Relations Commission)</li> </ul>
<p><b>DIVERSITY MANAGEMENT</b></p>	<ul style="list-style-type: none"> <li>◆ Managing Diversity can be defined as a planned, systematic and comprehensive managerial process for developing an organizational environment in which all employees, with their similarities and differences, can contribute to the strategic and competitive advantage of the organization; and where no one is excluded on the basis of factors unrelated to performance.</li> </ul>
<p><b>EMPATHIC</b></p>	<ul style="list-style-type: none"> <li>◆ Showing an ability to understand and share the feelings of another.</li> </ul>
<p><b>EMPATHY</b></p>	<ul style="list-style-type: none"> <li>◆ Understanding what matters to others</li> </ul>
<p><b>EQUAL EMPLOYMENT OPPORTUNITY CLASSIFICATIONS (USA)</b>  Also used in Census Data</p>	<ul style="list-style-type: none"> <li>◆ <u>American Indian / Native Indian / Alaska Native</u> <ul style="list-style-type: none"> <li>✓ All persons having origins in any of the original peoples of North, Central, South America &amp; maintain tribal/community affiliations</li> </ul> </li> <li>◆ <u>Asian / Asian Indian / Indian American</u> <ul style="list-style-type: none"> <li>✓ All persons having origins in any of the original peoples of the Far East, Southeast Asia</li> <li>✓ This area includes, for example: China, Japan, Korea, Vietnam, India</li> </ul> </li> <li>◆ <u>Black / African American</u> <ul style="list-style-type: none"> <li>✓ All persons having origins in any of the original peoples of the Black racial groups</li> <li>✓ This area includes, for example: African American, African, South Africa, Jamaica, Caribbean, Haiti, West Indies</li> </ul> </li> <li>◆ <u>Hispanic / Latino</u> <ul style="list-style-type: none"> <li>✓ All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish Culture or origin, regardless of race</li> </ul> </li> <li>◆ <u>Native Hawaiian / Other Pacific Islander</u> <ul style="list-style-type: none"> <li>✓ All persons having origins in any of the original peoples of the Pacific Islands</li> <li>✓ This area includes, for example: Hawaii, Philippine Islands, Samoa</li> </ul> </li> <li>◆ <u>White / Caucasian / Anglo</u> <ul style="list-style-type: none"> <li>✓ All persons having origins in any of the original peoples of Europe, North Africa, or in the Middle East</li> </ul> </li> <li>◆ <u>Two or More Races</u> <ul style="list-style-type: none"> <li>✓ All persons having a combination of origins in any of the above</li> </ul> </li> </ul>

<b>EQUITABLE INCLUSION</b>	<ul style="list-style-type: none"> <li>◆ Fairness, Impartiality: Access to the Same Opportunities; the Square becomes part of the Circle</li> <li>◆ Equality in Value and Power: Each Individual has a Voice; Each Voice is Valued and Incorporated</li> </ul>
<b>EQUITY</b>	<ul style="list-style-type: none"> <li>◆ Fairness, Impartiality in all disciplines</li> </ul>
<b>ETHNICITY</b>	<ul style="list-style-type: none"> <li>◆ A heterogeneous population distinguished by customs or characteristics, a unique language, ancestral, common history and or national origin. It is not the same as race.</li> </ul>
<b>GENDER BINARY</b>	<ul style="list-style-type: none"> <li>◆ A view of gender whereby people are categorized exclusively as either male or female, often basing gender on biological sex.</li> <li>◆ The gender binary, also referred to as gender binarism (sometimes shortened to just binarism), is the classification of sex and gender into two distinct, opposite, and disconnected forms of masculine and feminine. Gender binary is one general type of a gender system.</li> <li>◆ Sometimes in this binary model, "sex", "gender" and "sexuality" are assumed by default to align. For example, when a male is born, gender binarism assumes the male will be masculine in appearance, character traits, and behavior, including having a heterosexual attraction to females.</li> </ul>
<b>GENERATIONS</b>	<ul style="list-style-type: none"> <li>◆ All the people born at about the same time; sometimes called a Generational Cohort in demographics. Historians hold differing opinions regarding to what extent dividing history into generations is a useful analytical tool or an improper over-generalization.</li> <li>◆ “Cohort-group” can refer to all persons born in a limited span of consecutive years, whose length approximates the span of a phase of life given to be approximately 20 to 23 years, and whose boundaries are fixed by peer personality. Researchers are starting to shorten the span of years.</li> <li>◆ Peer personality generational persona is recognized and determined by common age location, common beliefs and behavior, major events, and perceived membership in a common generation.</li> <li>◆ WWII / Greatest Generation: 1922 - 1927</li> <li>◆ Silent / Traditionalist Generation: 1928 – 1945</li> <li>◆ Baby Boomer / Sandwich Generation: 1946 – 1964</li> <li>◆ Generation X / GenNext Generation: 1965 – 1980</li> <li>◆ Generation Y / Millennials Generation: 1981 – 1996</li> <li>◆ Generation Z / Founders/ iGeneration: 1997 – 2012</li> <li>◆ Alpha Generation: 2010/2013 - 2025</li> </ul>
<b>GLOBAL MIND SET</b>	<ul style="list-style-type: none"> <li>◆ “A set of attributes and competencies that help current and future global leaders work more effectively with individuals, groups and organizations unlike themselves.”</li> <li>◆ “It’s the ability to understand the similarities and differences among cultures and their reasons.”</li> <li>◆ “The ability to avoid the simplicity of assuming all cultures are the same, and at the same time, not being paralyzed by the complexity of the differences.”</li> <li>◆ “Being comfortable with being uncomfortable in uncomfortable environments.”— Thunderbird School of Global Management</li> </ul>

## ***GLOSSARY OF KEY DIVERSE TERMS***

<b>HISPANIC</b>	<ul style="list-style-type: none"> <li>◆ Hispanic, since it is a government endorsed term, will likely be used by formal institutions, especially if they are connected with the government in some way.</li> <li>◆ This includes schools, non-profits, Congress and political speeches.</li> <li>◆ Since writing style is standardized in the media; Hispanic is more likely to be seen in the news.</li> </ul>
<b>HISPANIC / LATINO</b>	<ul style="list-style-type: none"> <li>◆ People who identify their origin as Hispanic, Latino, or Spanish may be of any race</li> <li>◆ Persons of Mexican, Puerto Rican, Cuban, Dominican, Central or South American, or other Spanish or Portuguese culture of origin</li> <li>◆ Latino: When referring to gender neutral, identifying both men and women, use Latino.</li> <li>◆ Latina: When specifically referring to women, use Latina.</li> </ul>
<b>HUMILITY</b>	<ul style="list-style-type: none"> <li>◆ Humility is not thinking less of yourself; but thinking of yourself less</li> </ul>
<b>IMPLICIT BIAS</b>	<ul style="list-style-type: none"> <li>◆ Occurs when someone consciously rejects stereotypes and supports anti-discrimination efforts but also holds negative associations in his/her mind unconsciously.</li> <li>◆ The unconscious or subtle associations that individuals make between groups of people and stereotypes about those groups (US Justice Dept.-7.2016)</li> <li>◆ Implicit bias can affect interactions and decisions due to race, ethnicity, gender, sexual orientation, religion and socio-economic status, as well as other factors.</li> </ul>
<b>INCLUSION</b>	<ul style="list-style-type: none"> <li>◆ The act of encouraging belonging</li> <li>◆ Insuring the Part is embraced in the Whole</li> <li>◆ Taking Everything and Everyone into account</li> <li>◆ Ensuring all Associates/Employees feel valued</li> <li>◆ Is when it does not matter if you are different &amp; each person has the same access and opportunities</li> <li>◆ Creating an environment that encourages individuals to be themselves, however different, so they can thrive.</li> <li>◆ If a person is not distracted/stressed about having to be like someone or something else, they will be focused and productive enabling Engagement &amp; Best Performance</li> </ul>
<b>INTENT VS. IMPACT</b>	<ul style="list-style-type: none"> <li>◆ This refers to problematic situations that often happen when people from different cultures communicate without being culturally competent.</li> <li>◆ The “Intent” is meant to be positive; however, the “Impact” is perceived as negative. (i.e. Unintended Consequences)</li> <li>◆ When an organization’s internal demonstrated behaviors do not mirror the external messaging and expectations impacting their brand identity &amp; trust</li> </ul>
<b>INTERSECTIONALITY</b>	<ul style="list-style-type: none"> <li>◆ An analytic framework which attempts to identify how interlocking systems of power impact those who are most marginalized in society. Intersectionality considers that the various forms of what it sees as social stratification, such as class, race, sexual orientation, age, disability and gender, do not exist separately from each other but are complexly interwoven. While the theory began as an exploration of the oppression of women of color within society, today the analysis is potentially applied to all categories (including statuses usually seen as dominant when seen as standalone statuses).</li> </ul>



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<p><b>INTERSECTIONALITY</b> <i>(Cont'd)</i></p>	<ul style="list-style-type: none"> <li>◆ The idea that racism, sexism, transphobia, etc. are connected and can't be abolished individually. To combat different types of oppression, Intersectionality states that we should all fight against it equally.</li> <li>◆ The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups.</li> </ul>
<p><b>IWD</b></p>	<ul style="list-style-type: none"> <li>◆ Individuals With Disabilities</li> </ul>
<p><b>KINDNESS</b></p>	<ul style="list-style-type: none"> <li>◆ Kindness is a behavior marked by ethical characteristics, a pleasant disposition, and concern and consideration for others. It is considered a virtue, and is recognized as a value in many cultures and religions.</li> <li>◆ The quality of being Friendly, Generous, and Considerate.</li> </ul>
<p><b>LATINO</b></p>	<ul style="list-style-type: none"> <li>◆ Since it is not a government term, Latino will often be used by grassroots organizations, heritage groups and other community-based initiatives.</li> <li>◆ Sometimes it is used to create a more community-oriented environment.</li> <li>◆ Newspapers serving in an area with a high Latino population often start to use Latino.</li> <li>◆ Persons from Latin America usually prefer Latino over Hispanic</li> </ul>
<p><b>LATINX</b></p>	<ul style="list-style-type: none"> <li>◆ Latinx is a gender-neutral term for a group identity used to describe individuals in the United States who have Latin American roots. Other names for this social category include Hispanic, Latino, Latina.</li> <li>◆ For those who are non-binary, the term Latinx helps them feel seen. It gives them a way to define their ethnicity and their heritage, and to embrace their rich culture without sacrificing their gender identity, or even having to address their gender identity. They are not male or female; they are simply Latinx.</li> <li>◆ The most common way to pronounce Latinx is the same way you would Spanish-derived Latina or Latino but pronouncing the "x" as the name of the English letter X. So, you get something like \luh-TEE-neks\.</li> </ul>
<p><b>LGBTQIA</b></p>	<ul style="list-style-type: none"> <li>◆ LGBTQIA stands for Lesbian, Gay, Bisexual, Transgender, Questioning, Intersex and Allies</li> <li>◆ The emerging rubric is "L.G.B.T.Q.I.A+," which stands for different things, depending on whom you ask.</li> <li>◆ "Q" can mean "questioning" or "queer," an umbrella term itself, formerly derogatory before it was appropriated by gay activists in the 1990s.</li> <li>◆ "I" is for "intersex," someone whose anatomy is not exclusively male or female.</li> <li>◆ "A" stands for "ally" (a friend of the cause) or "asexual," characterized by the absence of sexual attraction.</li> <li>◆ <a href="http://www.nytimes.com/2013/01/10/fashion/generation-lgbtqia.html">http://www.nytimes.com/2013/01/10/fashion/generation-lgbtqia.html</a></li> </ul>
<p><b>MAJORITY-MINORITY</b></p>	<ul style="list-style-type: none"> <li>◆ Used when one or more racial and/or ethnic minorities (relative to the whole country's population) make up a majority of the population</li> <li>◆ Refers to all Federal EEO Racial &amp; Ethnic classifications except White/Caucasian, non-Hispanic when one of these demographics is no longer in the minority</li> <li>◆ ✓African American/Black    ✓American Indian/Alaskan    ✓Asian/Asian Indian ✓Hawaiian/Pacific Islander    ✓Hispanic/Latino    ✓Two or more Races</li> </ul>
<p><b>MANAGING A DIVERSE WORKFORCE</b></p>	<ul style="list-style-type: none"> <li>◆ Understanding, Valuing, and Maximizing the various attributes of all Employees</li> <li>◆ Not trying to force anyone to be Like You</li> <li>◆ Fostering an Inclusive Environment leading to a sense of "Belonging"</li> <li>◆ Ensuring there is Equity and Parity across the board</li> </ul>

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<b>MINORITY</b>	<ul style="list-style-type: none"> <li>◆ All Federal EEO classifications except White/Caucasian, non-Hispanic</li> <li>◆ A racial, religious, or political group that differs from the larger controlling group.</li> </ul>
<b>MULTICULTURAL</b>	<ul style="list-style-type: none"> <li>◆ A person who is multicultural has the ability to function effectively and appropriately and can select appropriate behaviors, values and attitudes of other cultures.</li> </ul>
<b>MULTICULTURALISM</b>	<ul style="list-style-type: none"> <li>◆ A situation in which all the different cultural, religious, or racial groups in a society have equal rights and opportunities, and none is ignored or regarded as unimportant.</li> <li>◆ Is the co-existence of diverse cultures, where culture includes racial, religious, or cultural groups.</li> <li>◆ The view that the various cultures in a society merit equal respect and scholarly interest. It became a significant force in American society in the 1970s and 1980s as African Americans, Latinos, and other ethnic groups explored their own history.</li> <li>◆ Is the co-existence of diverse cultures, where culture includes racial, religious, or cultural groups</li> </ul>
<b>NATIONALITY</b>	<ul style="list-style-type: none"> <li>◆ The status of belonging to a particular nation by birth, origin, or naturalization.</li> </ul>
<b>NON-BINARY</b>	<ul style="list-style-type: none"> <li>◆ When someone identifies as non-binary (which for the record, isn't called "gender non-binary"), that means that their gender expression is outside traditional expectations of masculinity and femininity. While many, if not most, cisgender and transgender men and women have gender expressions that are frequently masculine or feminine, many non-binary or gender non-conforming people live in the space between (or beyond) these ideas, and often use they/them pronouns instead of the gender-specific he/him or she/her.</li> </ul>
<b>PARITY</b>	<ul style="list-style-type: none"> <li>◆ Equality in Value and Power             <ul style="list-style-type: none"> <li>○ Each Individual has a Voice</li> <li>○ Each Voice is Valued and Incorporated</li> </ul> </li> </ul>
<b>PERSON OF COLOR</b>	<ul style="list-style-type: none"> <li>◆ Usually used in place of the word "Minority" when referencing populations.</li> <li>◆ Refers to all Federal EEO classifications except White/Caucasian, non-Hispanic             <ul style="list-style-type: none"> <li>✓African American/Black      ✓American Indian/Alaskan      ✓Asian/Asian Indian</li> <li>✓Hawaiian/Pacific Islander      ✓Hispanic/Latino      ✓Two or more Races</li> </ul> </li> </ul>
<b>PREJUDICE</b>	<ul style="list-style-type: none"> <li>◆ A preconceived judgment or opinion, usually unfavorable, which is made before the relevant facts are known (prejudgment).</li> <li>◆ It is also defined as an irrational suspicion, intolerance or hatred of others.</li> </ul>
<b>RACE</b> (United States)	<ul style="list-style-type: none"> <li>◆ The OMB (Office of Management &amp; Budget) standards explain that the specified race and ethnicity categories are socio-political constructs and should not be interpreted as being scientific or anthropological in nature. – January 26, 2018</li> <li>◆ The racial categories included in the census questionnaire generally reflect a social definition of race recognized in this country and not an attempt to define race biologically, anthropologically, or genetically. In addition, it is recognized that the categories of the race item include racial and national origin or sociocultural groups.</li> </ul>

<p><b>RACE</b> (United States) (Cont'd)</p>	<ul style="list-style-type: none"> <li>◆ People may choose to report more than one race to indicate their racial mixture, such as “American Indian” and “White.” People who identify their origin as Hispanic, Latino, or Spanish may be of any race.</li> <li>◆ A race is a grouping of humans based on shared physical or social qualities into categories generally viewed as distinct by U.S. society. First used to refer to speakers of a common language and then to denote national affiliations; by the 17th century the term race began to refer to physical (phenotypical) traits.</li> </ul> <p>- <a href="https://www.census.gov/topics/population/race/about.html">https://www.census.gov/topics/population/race/about.html</a></p>
<p><b>RESPECT</b></p>	<ul style="list-style-type: none"> <li>◆ To treat with consideration, value, regard.</li> <li>◆ To be kind; show courtesy</li> <li>◆ To value the individual</li> <li>◆ Respecting the individual needs, talents and differences of those in our community.</li> </ul>
<p><b>ROLE MODEL FOR DIVERSITY &amp; INCLUSION</b></p>	<ul style="list-style-type: none"> <li>◆ Champions are, by definition, Role Models. Role Models address exclusionary behaviors when they arise.</li> <li>◆ Diversity Champions are able to have candid conversations about difficult issues without resorting to blame. They are willing to coach their colleagues about Diversity and point out inappropriate remarks or actions if and when they surface. Taking Diversity seriously requires speaking out on behalf of groups other than your own to foster an Environment of Inclusion</li> </ul>
<p><b>SEXISM</b></p>	<ul style="list-style-type: none"> <li>◆ The belief, attitude, or behavior that one sex is inherently superior to, more competent than, or more valuable than the other</li> <li>◆ Discrimination or devaluation based on a person's sex, as in restricted job opportunities; especially such discrimination directed against women.</li> </ul>
<p><b>SEXUAL ORIENTATION</b></p>	<ul style="list-style-type: none"> <li>◆ Sexual orientation is our attraction to someone else of the same or different gender or both. It refers to the kinds of relationships that you have with others.</li> <li>◆ The preferred term used when referring to an individual’s physical and/or emotional attraction to the same and/or opposite gender.</li> <li>◆ The inner feelings of who we are attracted or oriented to emotionally and sexually.</li> <li>◆ Sexual orientation is not the same as a person’s gender identity</li> </ul>
<p><b>SOCIO-ECONOMICS</b></p>	<ul style="list-style-type: none"> <li>◆ Relating to or concerned with the interaction of social and economic factors</li> <li>◆ Socioeconomic status (SES) is an economic and sociological combined total measure of a person's work experience and of an individual's or family's economic and social position in relation to others, based on income, education, and occupation.</li> </ul>
<p><b>SOGIE</b></p>	<ul style="list-style-type: none"> <li>◆ SOGIE (Sexual Orientation, Gender Identity and Expression)</li> </ul>
<p><b>STEREOTYPE</b></p>	<ul style="list-style-type: none"> <li>◆ Forming a belief about an entire group based on limited experience with individual members of that group.</li> <li>◆ Ascribe characteristics / perceptions to an entire group based on a small representation</li> </ul>



# GLOSSARY OF KEY DIVERSE TERMS

<b>VALUING DIVERSITY</b>	<ul style="list-style-type: none"> <li>◆ Making use of Diversity – Encourage, Support, Leverage</li> <li>◆ Building on Everyone’s Strengths</li> <li>◆ Recognizing Diversity as an Advantage in a Competitive Environment</li> <li>◆ The focus is on recognizing the uniqueness of everyone, valuing what each brings to the table and fostering an environment that respects and promotes those differences.</li> <li>◆ Valuing, managing or Leveraging Diversity is a Voluntary Process undertaken by organizations to maximize their potential.</li> <li>◆ Enforcement comes from internal advocates as well as stakeholders-students, parents, community partners, suppliers, and/or investors who demand improvement.</li> </ul>
<b>WELCOMING WORKPLACES COUNCIL PURPOSE</b>	<ul style="list-style-type: none"> <li>◆ The Welcoming Workplace Council will consist of C-suite executives from the county’s top employers in order to spotlight, share, develop and expand policies and procedures to build and retain a more diverse workforce, and establish more welcoming workplaces for diverse individuals, and grow the number of organizations and companies committed to the best practices identified by the council.</li> </ul>
<b>WORKFORCE DIVERSITY</b>	<ul style="list-style-type: none"> <li>◆ A workforce that reflects your service area population demographics</li> <li>◆ Increasing the Internal Workforce (including leadership) Diverse Representation (race, ethnicity, gender, age, capability, LGBTQ, etc.)</li> <li>◆ Total Workforce vs. Management vs. Salaried or Hourly, etc.</li> <li>◆ Cross-functional Synergy</li> </ul>
<b>WORKPLACE DIVERSITY</b>	<ul style="list-style-type: none"> <li>◆ Engagement of Leadership / Stakeholders</li> <li>◆ Engagement of Employees / Students</li> <li>◆ Awareness / Education / Receptiveness / Valuing</li> <li>◆ Events / Programs /Strategic Initiatives (internal and/or external)</li> </ul>
<b>WORLD VIEW</b>	<ul style="list-style-type: none"> <li>◆ A worldview is a set of beliefs and assumptions that a person uses when interpreting the world around her or him.</li> <li>◆ A person’s world view is shaped by what they have or have not been exposed to and/ or experienced.</li> </ul>



York County  
Economic Alliance

*Make A Difference!*

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*Today and Tomorrow*