DIVERSITY, EQUITY, AND INCLUSION

Important terms for life on campus
Why these terms are important

• Common conversation topic on US college campuses
• Help build a culture of respect in classes and the workplace
• Tools to respond to incidents of bias or hate
Important Definitions

• **Diversity**
  - Diversity is about understanding and honoring the ways people are unique. It includes the incredible variety that exists from one person to another. This variety can come from traits like race, sex/gender, gender identity, color, ability, age, and sexual orientation. Things like appearance, body size, culture, national origin, education and economic background also play a key role in informing who we are and how we think.

• **Equity**
  - Equity means fairness, which is about giving everyone what they need to be successful. This includes a guarantee of fair treatment, access, opportunity and advancement for all individuals while working to identify and eliminate barriers to full participation.

• **Inclusion**
  - Inclusion is about welcoming all people and ensuring they have equitable access to opportunities, benefits, and services by creating environments of mutual respect where everyone is valued and supported.
Additional Definitions

• **Identity**
  - The different parts of ourselves that make up who we are
  - Everyone has multiple identities.
  - Can be based on multiple things (culture, gender identity, sexuality, beliefs, interests, etc.)
  - These identities can change over time, and can change in their importance in different situations

• **Privilege**
  - Advantages that a group gains when another group is stereotyped, stigmatized, or otherwise oppressed. People may be privileged through no action of your own.

• **Oppression**
  - Oppression is underserved disadvantage. (Privilege is the opposite side of the coin - unearned advantage.) Sometimes oppression is accidental, and sometimes it’s intentional. It can be turned outward against other people, or inward against oneself (referred to as “internalized oppression”). Oppression is a form of injustice that may occur between people, and as part of larger institutions and systems.
Goals to create a culture of respect

• **Mutual Respect**
  • Using supportive language (avoiding racial labels, shaming language, slurs, and offensive jokes)
  • Promoting equity

• **If someone says something harmful**
  • 1. Notice something is not right
  • 2. Identify that someone may need help
  • 3. Feel responsibility to help
  • 4. Confirm help is wanted
  • 5. Intervene safely

• **We all mess up**
  • Listen, apologize, repair, and learn
Resources for more information

• Modules are available in Everfi that cover subjects such as
  • Identity
  • Power, Privilege, and Bias
  • Culture of Respect
Bias Incidents and Hate Crimes

• **Bias Incident**
  
  “Any conduct or communication motivated by hatred or prejudice that demeans, degrades, or harasses an individual or group based upon membership in a protected category as recognized by law or Clark University policy, including race, color, national or ethnic origin, ancestry, religion, sex, sexual orientation, gender identity, gender expression, age, genetics, physical or mental disability, and veteran or other protected status. Examples include targeting a group or individual, in person or electronically, with hateful conduct that interferes with a person’s educational experience or employment, as well as acts of vandalism or graffiti. A bias incident may or may not involve violations of University policies or state or federal law.”

• **Hate Crimes**
  
  “Acts constituting hate crimes, as defined by Massachusetts General Laws Chapter 22C, Section 32, include “any criminal act coupled with overt actions motivated by bigotry and bias including, but not limited to, a threatened, attempted or completed overt act motivated at least in part by racial, religious, ethnic, handicap, gender or sexual orientation prejudice, or which otherwise deprives another person of his constitutional rights by threats, intimidation or coercion, or which seek to interfere with or disrupt a person’s exercise of constitutional rights through harassment or intimidation.” For purposes of this protocol, all hate crimes are considered a form of bias incident.”

  “Chapter 265 Crimes Against the Person – Section 39 states in relevant part that it is illegal to commit a crime against one’s person or property with the intent to intimidate such person because of such person’s race, color, religion, national origin, sexual orientation, or disability.”
Resources for help

- Bias Incident Reporting Procedures
  - Complete the online Bias Incident Report Form.
    - When you submit using the form, all members of the Bias Incident Response Team will receive your report and will act on it quickly. If you, or someone else, is in imminent danger, you should contact University Police at 1-508-793-7575 instead of completing the online form.

- https://www.clarku.edu/offices/emergency-management-and-campus-assistance/bias-incident-reporting/