**Leadership for a Diverse and Inclusive**

**Family Planning Organization eLearning:**

**Definitions of Key DEI Concepts**

BELONGING

Belonging is the feeling of security and support when there is a sense of acceptance, inclusion, and shared identity. Belonging stems from respect and recognition for how differences among individuals and between groups can benefit the organization and all its members. [Diversity Science]

DISCRIMINATION

Discrimination is the unequal treatment of members of various groups based on race, ethnicity, gender, gender identity, sexual orientation, physical ability, class, or other socially constructed categories. [UCSF Structures & Self]

DIVERSITY

Diversity refers to the intersection of characteristics that make us unique and form our identity. Diversity may refer to differences, such as race, ethnicity, gender, gender identity, sexual orientation, religion, physical ability, and class. These differences can affect our experiences in the world; how others respond to us; the resources we are able to access; and the stressors we face. [Diversity Science]

EQUALITY

An outcome that is the same among multiple different groups of individuals. Equality is sameness, while equity is fairness. [UCSF Structures & Self]

EQUITY

Equity refers to fairness and equality in processes and outcomes, not just in support and opportunity. The goal is equal outcomes. [UCSF Structures & Self]

HEALTH EQUITY

Health equity is when all persons have the opportunity to attain their full health potential and no one is disadvantaged from achieving this potential because of social position or other socially determined circumstances. [Diversity Science]

IMPLICIT BIAS

The negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. Implicit bias is also known as unconscious bias or hidden bias. [UCSF Structures & Self]

INCLUSION

Inclusion is the recognition of the inherent worth and dignity of all people in a group. Inclusion is when people are made to feel safety, trust, respect, and support, and can make full contributions without having to give up or hide important aspects of who they are. [Diversity Science]