IIT IDEA COMMITTEE
INCLUSION DIVERSITY EQUITY ACCOUNTABILITY

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THE DIFFERENCE BETWEEN INCLUSION, EQUITY, DIVERSITY, AND ACCOUNTBILITY
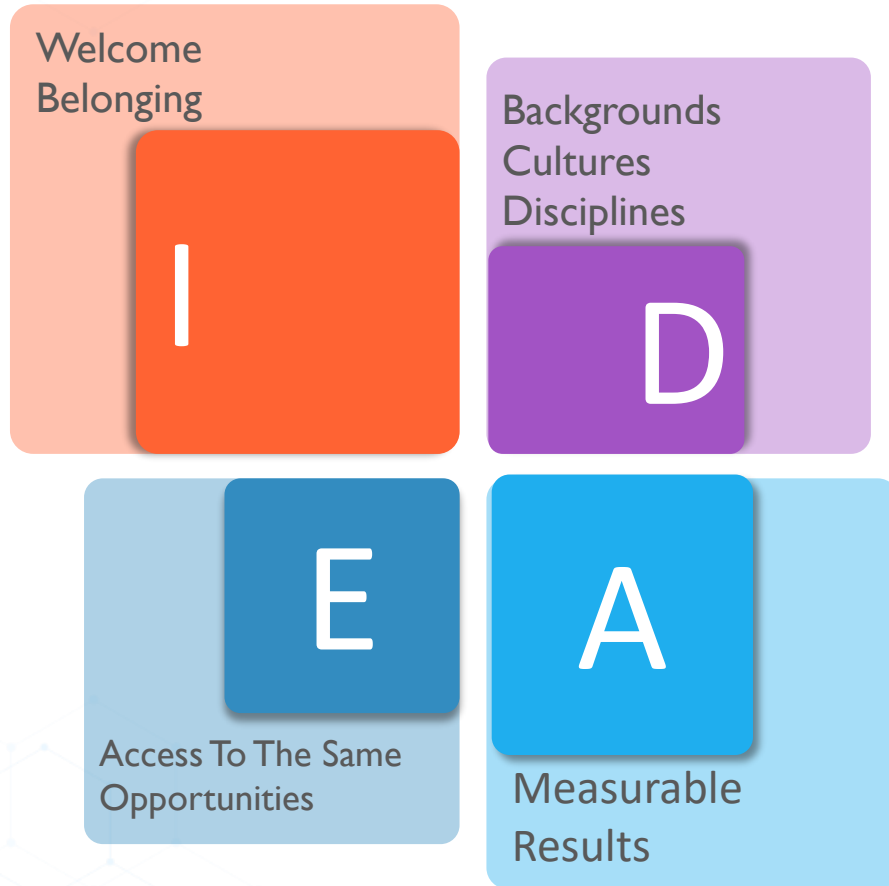
Thought Exercise

Take out a piece of paper or open a blank document on your computer and jot down our three key words: diversity, inclusion, and equity.
Now define them. Write buzzwords, bulleted definitions—whatever comes to mind.

What do you notice? Are there clear differences between the terms? Overlap? Do you feel able to explain how they all relate?

WHAT DOES IDEA MEAN TO IIT

Welcome
Belonging

Backgrounds
Cultures
Disciplines

I

D

Access To The Same
Opportunities

E

A

Measurable
Results

If we aren't clear on the words and ideas, how will we be clear on the solutions?

I
INCLUSION

People with different identities feeling and/or being valued, leveraged, and welcomed within a given setting.

D
DIVERSITY

Diversity is the presence of difference within a given setting.

E
EQUITY

Equity is a process that begins by acknowledging that unequal starting place and continues to correct and address the imbalance.

A
ACCOUNT - ABILITY

Assign accountability for our IDE efforts and measure them over time.

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MISSION STATEMENT

- We recognize and appreciate the importance of creating an environment in which all employees feel valued, included, and empowered to do their best work and bring great ideas to the table.

- We recognize that each employee's unique experiences, perspectives, and viewpoints add value to our ability to create and deliver the best possible service, technical assistance, and research to faculty, staff and students.

- We achieve greatness by ensuring diversity in our workforce across the various dimensions of social and cultural identity and by practicing inclusivity in how we work with one another.

- We foster an environment that attracts the best talent, values diversity of life experiences and perspectives, and encourages innovation in pursuit of mission.

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GOALS

- Create synergy between IIT and GSU's Office of Diversity Education and Planning (ODEP) department

- Share diversity and inclusion best practices across IIT

- Create opportunities that promote diversity and inclusion across the business units of IIT

- Visibly recognize and communicate diversity and inclusion best practices and achievements throughout the division

- Identify and address emerging issues that can impact our diversity culture

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OBJECTIVES

- Build capacity and competency to lead and manage a diverse workforce

- Create a work environment that ensures equal access to opportunities for professional growth and advancement

- Develop cultural competence and responsiveness, as an organization, to maximize our effectiveness in engagements with faculty, staff and students, considering and respecting their unique perspectives, experiences, and needs.

- Support ODEP and the university's efforts to be a nationally recognized model for leadership in inclusion https://strategic.gsu.edu/preamble-2/goal-4/

RECAP

> **Diversity is about a collective or a group and can only exist in relationship to others. A candidate is not diverse — they're a unique, individual unit.**

> **Equity is a process that begins by acknowledging an unequal starting place and continues to correct and address the imbalance.**

> **Diversity is being asked to the party. Inclusion is being asked to dance.**

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NEXT STEPS

- Define roles and responsibilities
- Determine membership expectations
- Establish accurate representation
- Substantiate meeting cadence and topics
- Plan short and long term goals and determine a timeline
- Track and communicate progress

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