DEFINITIONS: EQUITY, DIVERSITY AND INCLUSION

Please see a full list of EDI glossary terms in the [EDI Strategic Plan.](#)

Equity is a principle, condition, and outcome rooted in human rights and the inviolability of human dignity. It goes beyond equality, examining questions of power and resource allocation, founded on principles of accessibility and intersectionality. Equity is about understanding and accommodating differences and providing people with what they need to enter and thrive within the academy. Equity requires proactively identifying and combating discriminatory ideas, attitudes, behaviours, systems, policies, processes, and practices that lead to disadvantage. It concerns a legal and ethical commitment to doing what is right and necessary to achieve such a state through proactive measures to identify root causes and design interventions to remove obstacles to fair opportunities and experiences in all spheres of academic life.

Diversity refers to visible and invisible aspects, including differences in worldviews, ways of knowing and being, theoretical and methodological variations, and disciplines shaped by diverse voices, bodies, and experiences. To achieve representational diversity, AU commits to developing proactive measures to correct systemic disadvantage and create equitable opportunity structures and pathways for a critical mass of those who are historically disadvantaged and underrepresented people.

Inclusion is a skill set and a condition that requires resources to advance an equitable and fairer organization where our physical, educational, and cultural spaces are inclusive by design so that they can be used fully by all. Inclusion entails interconnected actions to dismantle barriers and social and institutional relations of power and privilege that impede participation, engagement, representation, and empowerment so that all members of the Algoma community are included and feel a sense of belonging, regardless of their race, gender, sexuality, religion, citizenship, place of origin, ability, and other protected grounds under the Ontario Human Rights Code.

Inclusion promotes safe and welcoming environments by implementing policies, practices, and initiatives that provide opportunities for education and training on EDI-related issues, ensuring that diverse perspectives are represented and heard. All community members are responsible for fostering welcoming, supportive, and respectful learning, teaching, research, and work environments.

Inclusive Excellence is a framework which embraces and promotes the enriching contributions that come from diverse backgrounds, perspectives, ways of knowing, ideas, experiences, and representations. Equity, inclusion, and a sense of belonging are core prerequisites for achieving this, and they draw attention to who gets a seat and voice at decision-making tables and who is empowered by institutional processes, policies, systems, and structures.