

DEI Defined

Diversity: A quantifiable measurement of all the ways people differ. It refers to characteristics that make us unique like ethnic background, color, race, religion, gender, sexual orientation, age, educational background, and mental and physical abilities.

In action, diversity means that a company contains employees, team leaders, and partners that fully represent their customers and communities served.

Equity: Recognizing that everyone starts at different places. Meeting employees where they're at and providing various levels of support and opportunity to achieve success and fair outcomes.

In action, equity means strategically placed measures to ensure that all individuals within the organization have the opportunity to be heard, the opportunity to advance, and the opportunity to bring others with them on their leadership journey.

Inclusion: A perception and feeling of belonging; being valued for the full expression of yourself and culture.

In action, inclusion involves regular training opportunities around DEI for both employees and leadership as well as active plans to address gaps and growth opportunities.