

Diversity, Equity and Inclusion

Source: <https://500womenscientists.org/inclusive-scientific-meetings>

Diversity

Rodriguez (2016) states that:

Diversity involves the recognition of the visible and invisible physical and social characteristics that make an individual or group of individuals different from one another, and by doing so, celebrating that difference as a source of strength for the community at large (p. 242).

Rodriguez, A. J. (2016). For whom do we do equity and social justice work? Recasting the discourse about the Other to effect transformative change. In N. M. Joseph, C. Haynes, and F. Cobb (Eds), *Interrogating whiteness and relinquishing power: White faculty's commitment to racial consciousness in STEM classrooms* (Chapter 14, pp. 241-252). New York, NY: Peter Lang.

Equity

From Rodriguez (2016):

Equity refers to the enactment of specific policies and practices that ensure equitable access and opportunities for success for everyone. It is important to differentiate equity from equality ... in order to be equitable, we cannot treat everyone the same. To be equitable, we must treat individuals according to their needs and provide multiple opportunities for success (p. 243).

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Inclusion

According to Jordan (2011):

Inclusion involves bringing together and harnessing these diverse forces and resources, in a way that is beneficial. Inclusion puts the concept and practice of diversity into action by creating an environment of involvement, respect, and connection—where the richness of ideas, backgrounds, and perspectives are harnessed to create business value. Organizations need both diversity and inclusion to be successful.

Jordan, T.J. (2011). From Diversity to Inclusion. Profiles in Diversity Journal. Retrieved from <http://www.diversityjournal.com/1471-moving-from-diversity-to-inclusion/>

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