



# Definition of Terms

The following are terms that are used in equity and inclusion. We recognize that there are many ways to define each term. This document will remain fluid.

**Climate:** Our shared spaces, including but not limited to classrooms, common meeting areas, and office space that provide a safe, positive and nurturing environment which encompasses acceptance and respect for the diverse community within it. Including understanding and celebrating the rich dimensions of diversity contained within each individual.

**Civility** – A practice which extends beyond politeness, to include disagreement without disrespect, seeking common ground as a starting point for dialogue about differences, listening past one’s preconceptions, and teaching others to do the same.

**Diversity** – Recognition, acceptance and respect towards each person’s individual background and life experience which may differ across dimensions of race, ethnicity, gender, religion, age, ability, socio-economic status, sexual orientation, physical abilities, veteran status, gender identity and expression, political beliefs or other ideologies, and towards individuals who express multiple minority identities.

**Equity:** Working towards impartiality and fairness for every student, faculty and staff member, extending the same status with respect to human rights, civility and access to all programs and services and those we serve in the greater community.

**Inclusion:** Actively involving everyone with respect and appreciation for the differences we bring because of our intersecting identities including but not limited to race, ethnicity, gender, age, national origin, disability, sexual orientation, gender identity and expression, education, and religion.

**URM** – Refers to underrepresented minorities and makes reference to those racial and ethnic populations in higher education that are disproportionately lower in number, relative to their number in the general population.

Definitions are drawn from Ohio State University Policies on Affirmative Action, Equal Employment Opportunity, the Multicultural Center, Office of Student Life, and the American Association of Colleges and Universities.

