

## **Definitions**

### **Delta College BEDI (Belonging, Equity, Diversity and Inclusion)**

#### **Belonging**

A sense of belonging is the result of continuously embodying socio-cultural support, integration, empathy, acceptance, and respect for all, thereby creating a safe space that invites individuals to experience an increasing awareness of and appreciation for their individuality and connectedness within the community.

#### **Equity**

Equity is the progressive practice of recognizing and eliminating barriers to opportunities for students, employees, and community members. Equity involves recognizing and eliminating both conscious and unconscious biases within institutional and organizational policies, procedures, and processes so all stakeholders may thrive.

#### **Diversity**

Diversity encompasses the full range of differences and uniqueness that embody the lived human experience including, but not limited to ability, age, education, ethnicity, family status, gender identity/expression, geographic location, heritage/history, immigration status, income, indigenous status, language, occupation, race, religion, and sexual orientation.

#### **Inclusion**

Inclusion welcomes the contributions, experiences, ideas, and perspectives of all people by proactively addressing obstacles that impede equitable access to opportunities, resources, and decision-making, thereby creating and sustaining a culture of belonging, compassion, respect, appreciation, and recognition.