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Building Success. Together.

American Bankers Association

Leveling Our Language

Naomi R. Mercer
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Defining Diversity, Equity, & Inclusion

Diversity

The presence and representation of difference related to identity in an organization or group, including but not limited to: gender, race or ethnicity, socioeconomic class, age or generation, gender identity and expression, sexual orientation, ablebodiedness or accessibility, caregiver and/or family status, veteran status, national origin and/or citizenship status, neurodiversity, languages spoken, education level, religion, marital status, cultural affiliations, learning style, and any combination thereof.

Equity

Ensures fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

Inclusion

The act of creating environments and cultures of belonging in which any individual or group with different identities can be and feel welcomed, respected, supported, and valued to fully participate.

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Key Terms…

BIPOC: Black Indigenous People of Color

LBGTQ+: Lesbian, bisexual, gay, transgender, queer, & more

Intersectionality: Simultaneous experience of multiple identities

Marginalized/Underrepresented Groups: Any group that differs from mainstream cultural “norms”

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DEI Key Terms: https://www.aba.com/news-research/references-guides/dei-key-terms

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