

# DIVERSITY EQUITY INCLUSION

## Common Language



OFFICE OF THE GOVERNOR

Office of Advocacy & Reform

### DIVERSITY

The presence of difference including: race, ethnicity, class, gender, sexuality, religion, ability, age, body size or composition.



### EQUITY

Promoting justice and fairness within policies and practices. Understanding the root cause of inequity being a result of disparities in societal systems, not an individual.



### INCLUSION

Diverse populations feeling brave and included, as well as the degree to which diverse individuals can participate fully in decision making processes and development opportunities within the organization.



## Safe Space vs. Brave Space

A *safe space* is one that does not incite judgment based on identity or experience - where the expression of both can exist and be affirmed without fear of repercussion and without the pressure to educate. While learning may occur in these spaces, the goal is to provide support.

A *brave space* encourages dialogue - recognizing differences and holding each person accountable to do the work of sharing experiences and coming to new understandings. It is a feat that's often hard, and typically uncomfortable.

### What Are the Results?

- 21st century leadership skills
- Workplace that supports the whole person
- Ensure better problem-solving, decision-making, & improved outcomes for all Pennsylvanians including you, your friends, family & neighbors!

**"We cannot solve our problems with the same thinking we used when we created them."**

Albert Einstein, German Physicist