



# Diversity & Inclusion Terminology



## Ally

**Noun:** Advocates for people from underrepresented or marginalized groups. An ally takes action to support people outside of their own group.



## Emotional Tax

**Noun:** The combination of being on guard to protect against bias, feeling different at work, and the associated effects on health, well-being, and ability to thrive.



## Equity

**Noun:** Working toward fair outcomes for people or groups by treating them in ways that address their unique advantages or barriers.



## Equality

**Noun:** Treating everyone the same way, often while assuming that everyone also starts out on equal footing or with the same opportunities.



## Intersectionality

**Noun:** The intertwining of social identities such as gender, race, ethnicity, religion, sexual orientation, which can result in unique experiences, opportunities, & barriers.



## Unconscious Bias

**Noun:** An implicit association, whether about people, places, or situations, which are often based on mistaken, inaccurate, or incomplete information.

