



DIVERSITY AND INCLUSION WHAT IS IT?

DIVERSITY

Diversity focuses on representation and the make-up of the people found within an organisation. It relates to demographics and how they distinguish individuals from each other.

These include (not limited to) :

- Race
- Ethnicity
- Sexual orientation
- Gender identity
- Religion
- Language
- Age
- Marital status
- Disabilities.



INCLUSION

The contributions, presence, and viewpoints of many groups of people both inside and outside the organisation are all related to inclusion. It is critical to recognise and incorporate different points of view into the environment.

If the needs of individuals are not satisfied or if they do not feel represented, a group can be diverse but not inclusive. Inclusion grants equal opportunity and participation to individuals, as well as a respectful atmosphere where they can work to fulfill their potential without barriers.

EQUITY

Equity aims to ensure equal treatment, access, opportunity and advancement for individuals. Promotion of justice, fairness, and aid for the most vulnerable is key.

Everybody has distinctive needs and challenges, thus an equality policy might not be advantageous to everyone. For example, subsidised travel for all no matter their economic status is equality, but 100% covered travel for the less economically active such as elderly or students is equity.

BELONGING

Having a sense of belonging allows each employee to be their authentic, whole selves at work. Belonging is a feeling of contentment or satisfaction in being a part of a certain group, having a positive relationship with the other group members. Despite the diversity of individuals, they still feel as if they are valued members of the group. Someone who feels as if they belong will have their needs of safety met.

