

## DIVERSITY, EQUITY, AND INCLUSION AT MIT

### What is Diversity?

**Diversity** is the sum of social, cultural, and identity-based human attributes represented within a group.

Diversity encompasses a wide range of individual backgrounds, characteristics, and experiences. Diversity is differences based on age, ethnicity, gender, religion, ability, national origin, and sexual orientation, as well as learning styles, work styles, communication styles, work-life issues, speed of learning and comprehension, personality, socioeconomic status, length of service and expertise, and job function.

### What is Inclusion?

**Inclusion** is the act of creating environments in which all members of a group are welcomed, respected, supported, and valued. Such actions involve intentional and ongoing engagement with the diversity in and across various social, cultural, and intellectual groups. Inclusive environments increase productivity, awareness, knowledge, and empathic understanding of the complex ways individuals interact within groups.

Inclusion is distinct from belonging and strives for belonging. Belonging is the sense that you can bring your full and authentic self to a group.

### What is Equity?

**Equity** is access to opportunity and advancement for all members of a group. Equity is distinct from equality and fairness. Equitable environments address disparities and strive to eliminate unique and systemic barriers that have prevented the full participation of marginalized groups. Such environments are free from discrimination, harassment and bias.

**Equity cannot be achieved without the foundation of diversity and the actions of inclusion.** The three are intimately linked and necessary for a full realization of the potential of any group and organization. Each is in relation to individuals, small and large groups, informal and formal collectives, organizations and institutions. The three are also in constant flux as society and the academy discover and learn from our history and our complex present. Definitions will continue to evolve while the motivation for a just and humane society will remain unchanged.

### Moving Forward

We will continue to provide additional information about diversity, equity, and inclusion, as well as suggestions for MIT community members. We invite you to send inquiries to [staffdiversity@mit.edu](mailto:staffdiversity@mit.edu).