

Introduction to IDEA

Inclusion, Diversity, Equity and Accessibility

GUIDING PRINCIPLE

Everyone is expected to create and maintain an environment that is:

- Respectful
- Professional
- Appropriate
- Inclusive

TERMS & CONCEPTS

DIVERSITY: includes and promotes diversity of thought, acceptance, respect, and teamwork despite differences in race, age, gender identity, native language, political beliefs, religion, sexual orientation, or communication styles among employees. There are many benefits to having a more diverse workplace.

INCLUSION

Having a seat for every person at the table at the party

DIVERSITY

Inviting ALL types of people to the party

EQUITY

Removing barriers so all the voices at the table will be heard

ACCESS

Making space for the characteristics each person brings to the table



Discrimination is treating people differently or unfairly based on characteristics such as age, citizenship, color disability, ethnicity, genetic information, LGBTQIA+, national origin pregnancy, race, religion, sex, veteran, or military status.

