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# DIVERSITY & INCLUSION



create a culture of inclusion.

## DEFINITION TEMPLATES

*LeadingAge*<sup>®</sup>  
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## Diversity and Inclusion Definition Templates

The statements below are templates for LeadingAge Minnesota members to use and adopt in your own organizations. Please feel free to use any of the statements below, or to adapt them in a way that uniquely fits the mission of your organization and your commitment to diversity and inclusion.

We encourage all LeadingAge Minnesota member organizations to adopt Diversity and Inclusion statements, and to use these templates to facilitate meaningful conversation in your organizations. Although these conversations may be difficult, or at times even uncomfortable, they are of utmost importance in order to create a culture of inclusion for both staff and the people you serve.

### PUBLIC STATEMENT:

We recognize that each of us has our own unique qualities and worth, and that all will be given the opportunity to contribute and participate. We create and foster an environment of inclusion by respecting and seeking to learn from one another. We commit to being thoughtful, accepting and open-minded to differences. We seek and welcome opportunities to develop knowledge and skills relating to cultural agility.

### DIVERSITY:

We define “diversity” in the broadest sense of the word. Our organization is strengthened by the diversity of our staff and the people we serve, who represent different races, socioeconomic classes, sexual orientations, abilities, ages, religions, genders, cultures, geographic origins, traits, family structures, and perspectives.

### INCLUSION:

Inclusion is an overall sense of belonging, connectiveness and community in the workplace. Inclusion occurs during day to day interactions between staff, managers, leaders, teams and peers. It helps staff feel welcomed, known, valued and encouraged to bring their whole self to the workplace and requires commitment, leadership support and energy to be effective.

### EQUITY

Equity is when the environment is inclusive for the entire workforce, and where everyone has access to information and resources based on their individual needs and situation. Equity recognizes that advantages and barriers exist, and that, as a result, everyone does not begin at the same place. Seeking equity involves developing processes that acknowledge unequal starting places and that seek to correct and address such imbalances. ***Equity is achieved when one's identity cannot predict the outcome.***

### CULTURAL AGILITY

Cultural agility is a commitment to a lifelong learning and self-reflection about people: Asking questions in a humble manner to improve self-awareness, suspending judgement of others while seeking to be other-oriented, and supporting and promoting a safe, respectful and welcoming environment.

Illustrator Tony Ruth created this Equity Series for [2019 Design in Tech Report](#). You may use these visuals at [no charge](#).



