



CARL Definitions for Equity, Diversity, and Inclusion

Equity:

CARL defines equity as a process that creates fair access, opportunities, and respectful treatment of all people in a diverse community, recognizing the disadvantage of underrepresented individuals and groups. Equity is achieved through improving transparency and designing policies, practices, and principles that serve to remove biases and obstacles that limit the full participation of underrepresented groups by acknowledging unequal starting places and addressing the imbalance.

Diversity:

CARL defines diversity with the recognition that the human condition hosts a range of unique attributes, qualities, and experiences anchored in race, ethnicity, culture, gender, age, abilities, appearance, socio-economic status, belief systems, place of origin, language and historical experience. Diversity is advanced by a supportive and nurturing environment to invest in collective success and to develop a positive framework for inclusion. Diversity creates value in an organization and should be recognized, pursued and evidenced through recruitment, retention, professional development, services and spaces that are representative of our diverse voices.

Inclusion:

CARL defines inclusion as the intentional act of including voices and perspectives from diverse groups, especially from the marginalized and underrepresented groups and the intersectionalities within, to implement philosophies, policies, practices, and procedures that create a respectful, fair, equitable, and welcoming environment.