

DEFINING TERMS

The following phrases are frequently used throughout the Better TogetHER program to refer to various concepts related to diversity and inclusion.

The way these concepts are defined can vary, so we encourage you to explore their meanings across different contexts as you continue your allyship journey.

- Diversity:** Diversity refers to a person's gender, gender identity, race, age, ethnicity, socioeconomic status, ability & many more. These identity characteristics can intersect & create advantages or barriers to opportunity & resources.
- Inclusion:** Inclusion is when everyone from different identities feel valued, respected, have equitable access to opportunities & resources.
- Intersectionality:** The intersection of an individual's identities such as race, class, or gender; and the compounding effect those intersections have on an individual's experience in society.
- Equity & Equality:** Equity is different from Equality. Equality is about 'treating everyone the same'. Equity acknowledges that not everyone starts on an even level playing field, & therefore it is about treating people based on their individual circumstances & needs.
- Gender pay gap:** A measurement of the difference between the average earnings of women and men in the workforce.
- Reverse discrimination:** Reverse discrimination is a concept people use to talk about how practices or policies implemented to even the level playing field for members of historically marginalised groups are being discriminatory towards members of the dominant group. (e.g. targets/quotas for women in leadership).
- Reverse discrimination is untrue & is often used to deter people from focusing their efforts on Diversity, Equity & Inclusion.

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Merit: Merit in the workplace is often thought of as ‘hiring, rewarding, and promoting the best people, based on their efforts, skills & abilities regardless of a person’s race, gender, age, ability & so on. Merit can be hard to achieve in workplaces due to biases, prejudices & stereotypes

Privilege: Having privilege means having advantages that is out of your control & that you didn’t ask for. You may not even notice certain aspects of your identity has privilege until you start educating yourself about it.

e.g. men can be in a public space at night without the fear of sexual harassment

Underrepresented communities / Minority groups: Groups of people who hold a lesser amount of power or presence within the larger society who often face discrimination & exclusion. This can include but is not limited to: women, people from different racial & ethnic backgrounds, LGBTIQ+, people with a disability.

There are different terms used such as underrepresented groups, minority groups and/or historically marginalised groups.