

AUGUST 2021 UI DM28 EMPOWERMENT TEAM
EDUCATIONAL | ISSUE 1

THE MEANING OF DEI

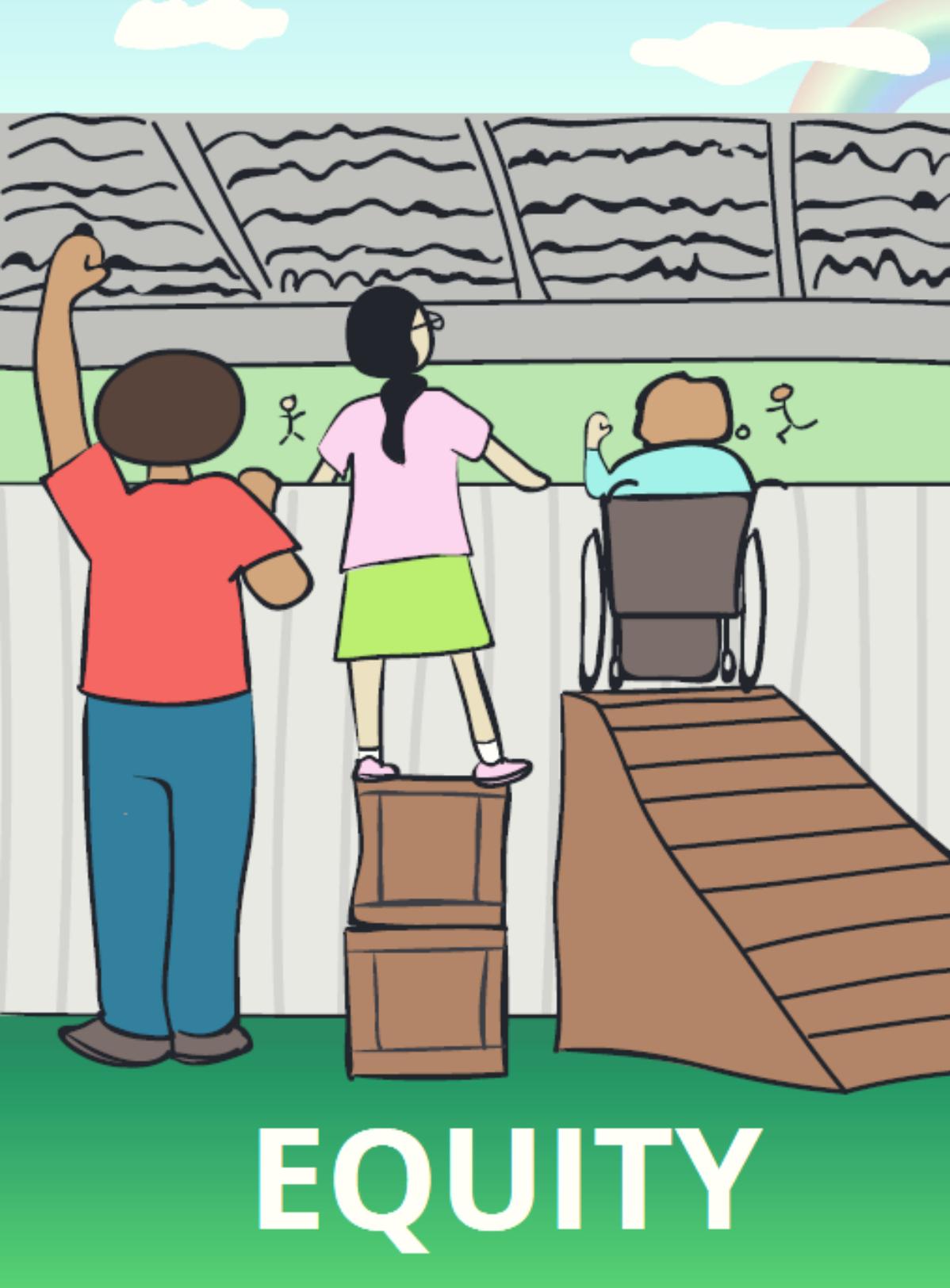
Questions? Contact dm-empowerment@uiowa.edu or dm-dei@uiowa.edu.

Presented by Dr. Maria Bruno & Tabitha Wiggins.

Dr. Bruno is the Executive Director for Belonging & Inclusion and Assistant to the Vice President, while Tab is the Director of the Center for Diversity and Enrichment.

In this month's Empowerment Team meeting, we discussed the meaning of DEI. We went over definitions for diversity, equity, and inclusion paying special attention to the difference between equality and equity. After setting the groundwork with definitions, we did an activity to learn about all of our identities. We also learned about some questions we could ask ourselves regarding diversity, equity, and inclusion in our daily lives.

**UIDANCE
MARATHON**



Notes from the Meeting:

- **Diversity**: refers to all aspects of human difference, social identities, and social group differences.
- **Equity**: refers to fair and just practices and policies that ensure all campus community members can thrive. Being equitable means acknowledging and addressing structural inequalities – historic and current – that advantage some and disadvantage others.
- **Inclusion**: refers to a campus community where all members are and feel respected have a sense of belonging and are able to participate and achieve their potential.
- Diversity is essential, but it is not sufficient on its own.
- Equality suggests everyone is the same. Equity more so refers to equal opportunity and recognizes everyone's differences.

Links to Resources:

1. [Click here](#) to access the PowerPoint used at the meeting.
2. [Click here](#) to access breakout room questions and the identity worksheet used at the meeting.
3. [Click here](#) to view DEI resources at the University of Iowa.
4. [Click here](#) to learn more about getting involved with DEI on campus.

Action Items:

1. Go over the identity worksheet with yourself and/or others (document is under *Links to Resources*)
2. Familiarize yourself with the [DSL DEI Action Plan](#)
3. Attend [UI Lecture committee](#) event
4. Join a DEI focused student org: [Walk It Out](#), [OASIS](#), [Multicultural Business Student Association](#), or [Iowa Edge](#)



Contributors: Abigail Buffalo, Lauren Fuller, Yassie Buchanan