

DIVERSITY, EQUITY, AND INCLUSION: OVERVIEW

Created by the SIOP United Nations Committee

WHAT IS DIVERSITY, EQUITY, AND INCLUSION?

Researchers and practitioners have taken multiple approaches to defining these words. We provide commonly used definitions below.

Diversity—More than meets the eye

Diversity asks, “Who is represented in the workforce?”

It includes race, ethnicity, and gender identity plus other meaningful differences such as diversity of thought, ability, and experience.⁵

Equity—Fairness for all

Equity encompasses fair treatment for all regardless of their identity.

Equity goes beyond equality by taking each individual’s unique circumstances into account and adjusting treatment accordingly.⁵

Inclusion—How employees feel

Inclusion refers to how employees experience and perceive their work experiences.

Inclusion also encompasses feeling empowered to perform their job and feeling heard.⁵

Creating and cultivating diverse, equitable, and inclusive teams is positively related to employee engagement, and organizational-level innovation, adaptability, and performance.^{1, 2, 3, 4}

THE SIOP UN COMMITTEE IS AVAILABLE TO IDENTIFY AND ORGANIZE EXPERTS TO:

1. Participate as speakers and panelists on DEI topics
2. Lead brainstorming sessions to uncover DEI issues in the organization
3. Provide suggestions on next steps to enhance diversity, equity, and inclusion

*Visit our website for references and more information on DEI in the workplace, including our “DEI: Recruitment and Selection” info sheet:
www.siop.org/United-Nations*



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