



FULLY SERVING THE UNDERSERVED

VIRTUAL WORKSHOP | JANUARY 12-13, 2021



Key Terms

Diversity

A measure of difference reflected in a group of people across a wide range of social identity characteristics (e.g. national origin, ethnicity, race, gender, sexual orientation, socioeconomic background, etc.).

Intersectionality

The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, that create overlapping and interdependent systems of discrimination or advantage.

Inclusion

A sense of being a part of a space or organization without the need for assimilation. Inclusion authentically brings traditionally excluded individuals and/or groups into processes, activities, and decision/policy making.

Racial Disparity

A statistical difference in experiences, outcomes, or community conditions between racial groups.

Key terms and definitions provided by Clinton Johnson, keynote speaker.

This Gulf Star project sponsored by



Additional workshop details and agenda at <https://tinyurl.com/y5te4ptu>



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Racial Equity

A condition achieved when one's racial identity no longer predicts, in a statistical sense, how one fares. The work to address root causes of racial inequities not just their manifestation.

Racial Inequity

A racial disparity that is the result of a lack of fairness or justice (i.e. racial injustice).

Social Equity

A condition achieved when one's social identity no longer predicts, in a statistical sense, how one fares. The work to address root causes of social inequities not just their manifestation.

Social Disparity

A statistical difference in experiences, outcomes, or community conditions between social groups.

Social Inequities

A disparity that is the result of the lack of fairness or justice.

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