

# Introduction to Braving Diversity

## Definitions

**Diversity** refers to all of the ways in which people differ, including primary characteristics, such as age, race, gender, ethnicity, mental and physical abilities, and sexual orientation; and secondary characteristics, such as nationality, education, income, religion, work experience, language skills, geographic location, family status, communication style, military experience, learning style, economic background, and work style. - From: Williams, D. A. (2013). Strategic diversity leadership: Activating change and transformation in higher education. Sterling, VA: Stylus.

**Inclusion** exists when traditionally marginalized individuals and groups feel a sense of belonging and are empowered to participate in majority culture as full and valued members of the community, shaping and redefining that culture in different ways. - From: Williams, D. A. (2013). Strategic diversity leadership: Activating change and transformation in higher education. Sterling, VA: Stylus.

**Explicit bias** refers to the prejudice beliefs or attitudes one has towards a person or group on a conscious level. Explicit attitudes are feeling and thoughts that one deliberately believes and can consciously document.

**Implicit bias** are prejudices, beliefs, or attitudes towards a person or group that are not within the margins of awareness, and are thus, unconscious. Implicit bias can be difficult to acknowledge and control because it exists beyond one's conscious thoughts or feelings. Implicit bias can undermine our explicit intentions or openly held beliefs.

**Microaggressions** are brief, regular exchanges that send denigrating messages based on identity or group membership. Microaggressions can be verbal (spoken and written), visual, behavioral, or environmental. Microaggressions may seem small in isolation yet are harmful because they often occur with high frequency and from multiple sources, with negative effects on people's self-esteem and health.

**Intersectionality:** The multiple threats of oppression and discrimination that some individuals face when their identities overlap with a number of marginalized groups. For example, while women in STEM often face discrimination and harassment, women of color face the discrimination and harassment for being a women *along with* being an underrepresented racial or ethnic group. Queer or undocumented women of color face additional levels of discrimination.

The AGU defines **bullying** as the use of force, threat, or coercion to abuse, intimidate, or aggressively dominate others in the professional environment that involves a real or perceived power imbalance. These actions can include abusive criticism, humiliation, the spreading of rumors, physical and verbal attacks, isolation, undermining, and professional exclusion of individuals through any means.

## For more information on these topics:

ADVANCE Geo Partnership Community Resources: [serc.carleton.edu/advancegeo/resources](http://serc.carleton.edu/advancegeo/resources)

DPS Inclusivity: [dps.aas.org/inclusivity](http://dps.aas.org/inclusivity)

## Select Research Sources

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