

Definition of Terms

The following are terms that are used in equity and inclusion. We recognize that there are many ways to define each term. This document will remain fluid.

Civility – A practice which extends beyond politeness to include disagreement without disrespect, seeking common ground as a starting point for dialogue about differences, listening past one’s preconceptions, and teaching others to do the same.

Climate- In this document, climate refers to our shared spaces, including but not limited to classrooms, common meeting areas, and office space. The goal is to create a safe, positive and nurturing environment which encompasses acceptance and respect for the diverse community within it. It includes understanding and celebrating the rich dimensions of diversity contained within each individual.

Discrimination-disparate treatment and disparate impact) occurs when an adverse employment action is taken and is based upon a protected class. Disparate treatment occurs when an employee suffers less favorable treatment than others because of the protected class. Disparate impact occurs when an employment policy, although neutral on its face, adversely impacts persons in a protected class. [OSU non-discrimination policy](#)

Diversity – Diversity recognizes every person’s individual backgrounds and life experiences which may differ across dimensions of race, ethnicity, gender, religion, age, ability, socio-economic status, sexual orientation, physical abilities, veteran status, gender identity and expression, political beliefs or other ideologies, and individuals who express multiple minority identities. It encompasses acceptance and respect for everyone.

Equity- We work towards impartiality and fairness for every student, faculty and staff person, extending the same status with respect to human rights, civility and access to all programs and services.

Harassment- (1) Unwelcome, protected class-based verbal or physical conduct that (2) is sufficiently severe, persistent or pervasive that (3) it unreasonably interferes with, denies, or limits an individual’s ability to participate in or benefit from the university’s education and employment programs and activities; and (4) is based on power differentials (quid pro quo) or the creation of a hostile environment. * This definition does not include sexual harassment. [See Sexual Misconduct, Sexual Harassment, and Relationship Violence policy 1.15, for the definition of sexual harassment.](#)

Inclusion-Actively involving everyone out of respect and appreciation for the differences we bring because of intersecting identities including but not limited to ethnicity, gender, age, national origin, disability, sexual orientation, education, and religion.

LGBTQ-Individuals who identify as Lesbian, Gay, Bi-sexual, Transgender, Queer or Questioning.

Underrepresented minority (URM)-refers to those racial and ethnic populations in higher education that are disproportionately lower in number relative to their number in the general population. Underrepresented minorities often include African American, Latinos, Women, American Indians, Native Hawaiians and Pacific Islanders.

