What is DE&I?
Below are some definitions of these concepts, adapted from the University of Michigan and eXtension’s Organizing Committee on Diversity, Equity, and Inclusion.

**Diversity** represents a full spectrum of differences—race, religion, gender, ethnicity, sexual orientation, age, country of origin, socioeconomic status, personality and/or perspective.

**Equity** means promoting fair and equal treatment for all, including challenging and responding to bias, harassment, and discrimination within our procedures, processes and distribution of resources.

**Inclusion** is about having culture and climate of belonging by actively inviting the contribution of all people, where everyone is valued, respected, accepted, and encouraged to fully participate.

How can our faculty community foster DE&I in conversations and classes at CCI?

We encourage you to think about the following:
- Ask how to pronounce others’ names properly. For online classes, perhaps include the option to add audio attachments of name pronunciations.
- Incorporate books and readings written by diverse authors in your classes.
- Invite guest speakers from diverse backgrounds to your classes or events.
- Attend DE&I focused workshops and events to listen to others’ perspectives.
- Connect class topics and assignments to social justice issues.
- Incorporate gender pronouns into conversations, your syllabus, and email signatures.

Refer to Drexel’s sample email signatures [webpage](https://deiextension.org) for examples.

Get involved! Send us examples at [ccidiversity@drexel.edu](mailto:ccidiversity@drexel.edu) of what you are doing to incorporate DE&I initiatives in your classroom(s), your favorite book suggestions, and/or any additional resources that may help other faculty members as well.

The DE&I Council will work together to create an online, evergreen repository of the resources.

Resources: [https://dei.extension.org](https://dei.extension.org) and [https://diversity.umich.edu/resources/](https://diversity.umich.edu/resources/)