

## Diversity, Equity & Inclusion at a Glance

Presented by the Diversity, Equity & Inclusion Council for Drexel's College of Computing & Informatics

### 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](#) 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.