



## Diversity

The representation or composition of various individual differences\* and group/social differences+ among members of our College.

## Equity

The creation of policies and practices that offer historically marginalized populations the opportunity to have equal access to and full participation in every aspect of our College.

## Inclusion

The active, intentional, and ongoing engagement with diversity in ways that increase awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within our College.

## Belonging

Feeling seen, heard, valued, and respected through supportive interpersonal relationships, and inclusive physical surroundings and spaces for each member of our College.

\*Individual differences can be personality, prior knowledge, or life experiences.

+Group/social differences can be race/ethnicity, culture, class, gender, gender identity and expression, sexual orientation, country of origin, disability, religion, spirituality, language.

Curated by CAHP Diversity, Equity, Inclusion, & Belonging (DEIB) Steering Committee Members Maribeth Clifton, OTD, OTR/L, and Holly Zimmerman, MS, CGC.  
(Diversity, equity, and inclusion definitions adapted from the Association of American Colleges and Universities (AAC&U).)