

# DIVERSITY & INCLUSION DEFINITIONS

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**Diversity** is the range of human differences; diversity is what makes each of us unique.

**Inclusion** is valuing human differences and supporting each other to feel safe, welcome and have a sense of belonging.

**Equity** is the fair and respectful way we treat all people, while at the same time striving to identify and eliminate barriers that prevent the full participation of some groups.



**Workforce** is all of us—employees, members of medical and midwifery staff, students, volunteers, midwives, and contracted service providers—at AHS.

**Psychologically Healthy & Safe Workplace** is a workplace where psychological health and wellbeing are prioritized and where structures are in place to prevent psychological harm.

**Marginalized Population** are those who, due to factors usually considered outside their control, are often excluded or do not have the same opportunities as others.



**Psychological Safety** is a condition in which people are free from threats of harm to their mental wellbeing.

**Mental Health aka "psychological health"** is a form of wellbeing that allows individuals to handle normal stresses, be productive and contribute to their communities through the realization of their own abilities.



**Discrimination** is any practice, comment or conduct known or ought reasonably to be known to be unwelcome, which is related to the following grounds protected in legislation: race, color, ancestry, place of origin, religious beliefs, gender, gender identity, gender expression, age, physical or mental disability, marital status, family status, source of income and sexual orientation.



**Culture** is a set of shared attitudes, values, goals, behaviours and practices that characterizes different groups of people.

**Cultural Competence** is a set of behaviours, attitudes and practices that support us working together effectively in cross-cultural situations.



**Cultural Safety** is gaining knowledge, recognizing, and respecting our differences. An environment that maintains personal dignity, an authentic relationship of trust, respect, compassion and collaboration where all people are feeling empowered and encouraged to fully express their identity and needs without the fear of attack, challenge or denial.



**Contact Us**  
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