



Equality, Diversity and Inclusion Training Supplemental Guide

This is not a comprehensive list, but an evolving one as language around EDI continues to evolve.

1. **Cultural Competence** – The ability to understand, respect, and interact effectively with people from different cultural backgrounds.
2. **Intersectionality** – The interconnected nature of social identities, such as race, gender, ability, and sexuality, and how they create overlapping systems of discrimination or privilege.
3. **Cultural Humility** – A lifelong commitment to self-evaluation and learning about different cultures while recognizing and addressing power imbalances.
4. **Ethnocentrism** – The belief that one's own culture or ethnic group is superior to others, often leading to biased decision-making.
5. **Inclusive Representation** – Ensuring diverse identities and perspectives are visibly and meaningfully included in speaker lineups, marketing materials, and leadership teams.
6. **Multiculturalism** – The practice of acknowledging, respecting, and celebrating different cultural backgrounds within an organization or event.
7. **Cultural Sensitivity** – Awareness of cultural differences and a proactive approach to preventing offensive or exclusionary behavior.
8. **Global Perspective** – Recognizing and integrating diverse global viewpoints in event planning and decision-making.
9. **Cognitive Diversity** – The inclusion of different ways of thinking, problem-solving, and processing information.
10. **Belonging** – The feeling that individuals are valued and authentically included within a group or organization.
11. **Equitable Access** – Ensuring all individuals, regardless of background, have fair opportunities to participate in events, leadership, and decision-making.
12. **Pay Equity** – The practice of compensating employees fairly, regardless of gender, race, or other characteristics.
13. **Supplier Diversity** – The intentional inclusion of vendors owned by underrepresented groups in event procurement and supply chains.
14. **Unconscious Bias** – Implicit attitudes or stereotypes that affect decision-making without conscious awareness.
15. **Bias Interruption** – Strategies to actively disrupt and mitigate unconscious bias in hiring, promotions, and event planning.
16. **Privilege** – Unearned advantages that certain individuals or groups have based on societal structures and norms.
17. **Restorative Justice** – A practice focused on acknowledging past inequities and implementing strategies to repair harm and foster inclusion.
18. **Racial Equity** – The proactive effort to eliminate disparities in outcomes based on race and ethnicity.
19. **Gender Equity** – The fair treatment of individuals regardless of gender identity, ensuring equal opportunities and representation.

20. **Pay Transparency** – Open communication about compensation structures to promote fairness and reduce pay disparities.
21. **Inclusive Language** – Words and phrases that are respectful, affirming, and free from bias or stereotypes.
22. **Psychological Safety** – An environment where individuals feel safe to express ideas, take risks, and be their authentic selves without fear of judgment.
23. **Code-Switching** – The act of changing language, behavior, or appearance to fit into dominant cultural norms, often at personal cost.
24. **Microaggressions** – Subtle, often unintentional comments or actions that reinforce stereotypes and contribute to exclusion.
25. **Tokenism** – The practice of including one or a few diverse individuals for appearance's sake rather than genuine inclusion.
26. **Brave Spaces** – Environments that encourage open dialogue and learning about difficult diversity topics while maintaining respect.
27. **Affinity Spaces** – Environments where individuals with shared identities can connect, support one another, and build community.
28. **Lived Experience** – Firsthand knowledge and perspective gained through personal identity and interactions in society.
29. **Cultural Intelligence** – The ability to navigate and adapt to diverse cultural settings with respect and effectiveness.
30. **Implicit Bias Training** – Educational programs designed to help individuals recognize and mitigate unconscious bias in decision-making.

Accessibility

31. **Universal Design** – Designing spaces, events, and products that are usable by all people, regardless of ability.
32. **Reasonable Accommodation** – Adjustments made to ensure people with disabilities can fully participate in work and events.
33. **Barrier-Free** – Environments that are fully accessible to individuals with disabilities, including physical, digital, and communication access.
34. **Sensory-Friendly** – Considerations in event planning that reduce overstimulation for individuals with sensory sensitivities.
35. **Neurodiversity** – The recognition and inclusion of different neurological conditions, such as autism, ADHD, and dyslexia, as part of natural human diversity.
36. **Assistive Technology** – Devices or software that help individuals with disabilities participate fully in an event or workplace.
37. **Closed Captioning** – On-screen text that provides real-time transcription of spoken content for individuals who are deaf or hard of hearing.
38. **Sign Language Interpretation** – The use of professional interpreters to translate spoken language into sign language for deaf attendees.
39. **Digital Accessibility** – Ensuring websites, apps, and digital content are navigable by people with visual, auditory, or mobility impairments.
40. **Service Animals** – Trained animals that assist individuals with disabilities, and must be accommodated at events and venues.

Allyship & Advocacy

41. **Active Allyship** – The continuous effort to support and advocate for marginalized communities beyond performative gestures.
42. **Performative Activism** – Actions taken for appearances rather than meaningful change or commitment to equity.

43. **Social Justice** – The pursuit of fairness, equity, and human rights for all individuals in society.
44. **Call-In Culture** – A practice of addressing problematic behavior in a constructive, educational manner rather than publicly shaming individuals.
45. **Call-Out Culture** – A more direct form of addressing harmful behavior, often used to hold individuals accountable publicly.
46. **Bystander Intervention** – Strategies to safely and effectively intervene when witnessing discrimination or harassment.
47. **Age Inclusion** – Practices that ensure individuals of all age groups are respected and have opportunities for meaningful engagement.
48. **Gender-Inclusive Spaces** – Environments that are welcoming and affirming to individuals of all gender identities.
49. **Mentorship & Sponsorship** – Providing guidance and advocacy to underrepresented individuals to support career growth.
50. **Community Building** – The intentional creation of spaces and connections that foster a sense of belonging and shared purpose.