

## What are Equity, Diversity, Inclusion, and Intersectionality?

**Equity** Ensuring everyone has equitable access and removing existing barriers to full participation.

**Diversity** The wide variety of visible and invisible difference that contribute to the experiences of individuals and groups.

**Inclusion** Actively, intentionally, and continuously bringing historically and currently underrepresented and marginalized individuals and groups into processes, activities, and decision and policy making in a way that shares power.

**Intersectionality** the complex, cumulative way in which the effects of multiple forms of discrimination combine, overlap, or intersect, resulting from the intersection of various identities, especially in the experiences of marginalized individuals or groups.

For more information contact your Equity, Diversity, and Inclusion Officer at [equity@acadiau.ca](mailto:equity@acadiau.ca) or (902) 698-2487