

# CITY OF GOLDEN VALLEY

# DIVERSITY, EQUITY, & INCLUSION DEFINITIONS

Shared understanding is critical to an organized, unified, and dynamic workplace. By having a common understanding of the terms diversity, equity, and inclusion (DEI), our work and work environment can be more welcoming, responsible, and innovative.

Below are the City's DEI definitions and "In Practice" statements. The "In Practice" statements ground these terms in our everyday work and the work of civil service—simply, how does DEI show up in how we behave, work, and connect with community and each other.

## DIVERSITY

Range of human difference and complexity, whether shared or individual, across thought, beliefs, experience, and identity (including, but not limited to, race, ethnicity, gender, sexuality, class, language, physical ability/disability, religious/spiritual beliefs, and education)

### IN PRACTICE AT GOLDEN VALLEY

We intentionally recognize, understand, and celebrate the differences and lived experiences of fellow staff and the community we serve.

## EQUITY

Proactive and ongoing reinforcement of policies, projects, attitudes, and actions that distribute power, access, and opportunity and where outcomes are determined by how provided services are structured rather than identity or lived experience

### IN PRACTICE AT GOLDEN VALLEY

We identify and diligently eliminate disparities in as well as barriers to opportunities, resources, and services the City provides to residents, employees, businesses, and visitors.

## INCLUSION

Actively empowering and bringing individuals or groups to be participatory in projects, actions, and decision/policy making that shares power as well as honors nuance and authenticity

### IN PRACTICE AT GOLDEN VALLEY

We purposefully and continuously engage diversity in decision making, goal setting, and project development that foster cultivate and contribute to cultural humility, a sense of belonging, and an empathic understanding.