



EDI Definitions

EDI (Equity, Diversity, and Inclusion) or DEI (Diversity, Equity, and Inclusion) has become a common short-hand phrase in the philanthropic and nonprofit sectors. But the terms are often used without a clear or shared understanding of meaning. At Listen4Good, we use the following definitions from our colleagues at [OpenSource Leadership Strategies](#) as grounding for our work.

The three terms, equity, diversity and inclusion, are often lumped together even though they are distinct concepts that raise different questions and drive different bodies of work; they can support each other, but at times can be in tension.

<i>Term/Lens</i>	<i>This lens tends to focus on...</i>	<i>Operating with this lens tends to drive toward certain kinds of change...</i>
DIVERSITY	<i>Composition</i> The mix of attributes of a group; some differences matter more than others Guiding Question: Who is <u>present</u> (or not)?	<i>Representation</i> Ensuring that population demographics are appropriately reflected in participation, leadership, decision-making, etc.
INCLUSION	<i>Relationships & Experience</i> What happens with the diversity of a group, how differences are tapped and integrated Guiding Question: Who is <u>participating</u> (or not)?	<i>Engagement</i> Considering ways to make diverse participants feel welcome and able to contribute
EQUITY	<i>Outcomes & Root Structure</i> How power relationships and systems shape life outcomes for group members, producing predictable patterns of disparity and disproportionality Guiding Question: How is <u>power</u> operating?	<i>Ownership & Agency</i> Shifting systems and conditions so those who have been excluded or oppressed benefit and become empowered agents of the change they seek.