



**POSITIVE
ENERGY**

How do you Include?

- I**nvoke others to join
- N**ormalize the experience
- C**ommit to inclusive practice
- L**ead by example
- U**ncover strengths and talents
- D**ifferentiate activities
- E**ducate yourself



LUMS

Office of Accessibility
and Inclusion

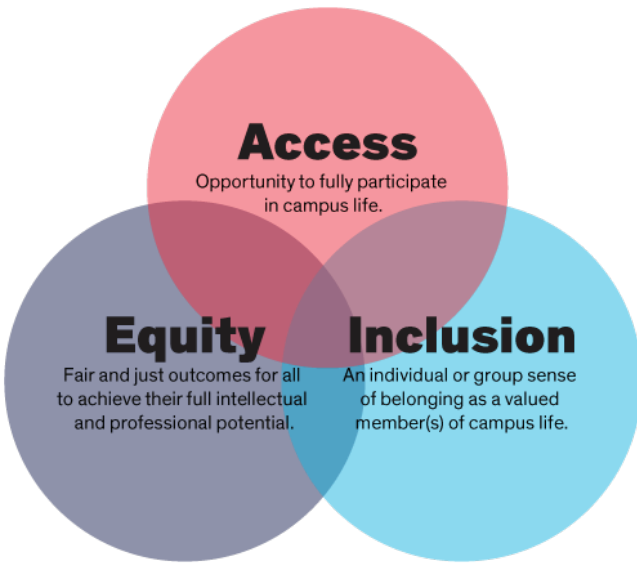


**EQUITY
&
INCLUSION**

Equity

•Equity involves distributing resources based on the needs of the recipients¹.

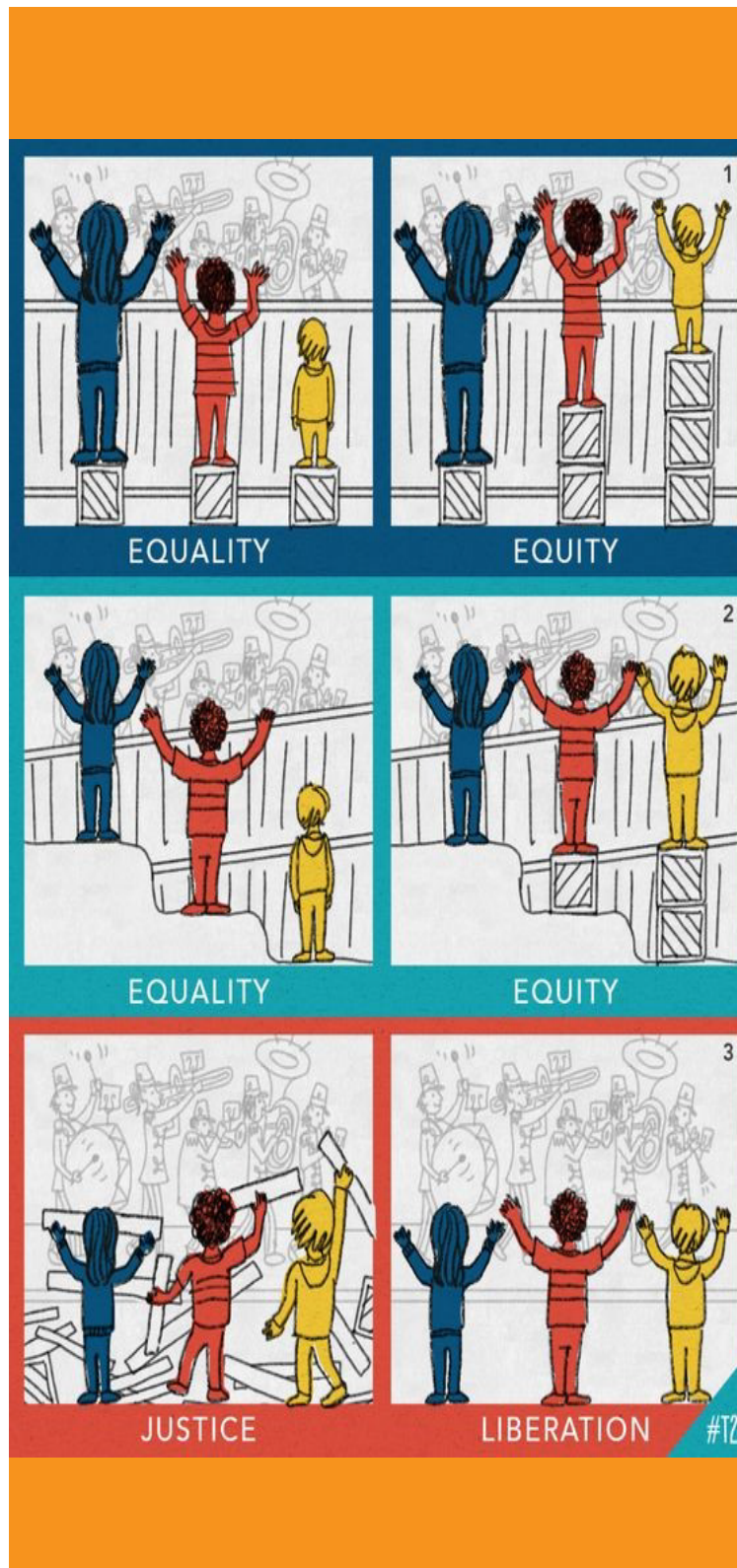
•When we treat everyone equally, we treat everyone the same, but when we treat everyone equitably, we focus on individualistic needs. In a diverse workplace, differences exist, and people require support in different ways. Equity asks us to acknowledge that everyone has different needs, experiences, and opportunities².



Source: Inter Faculty Organization

¹ Gutoskey, Ellen. "What's the Difference Between Equity and Equality?" Mental Floss, 11 June 2020, www.mentalfloss.com/article/625404/equity-vs-equality-what-is-the-difference#:~:text=Equality has to do with,the needs of the recipients.

² Saska, Sarah. "How to Define Diversity, Equity, and Inclusion at Work." Culture Amp Blog, 8 Sept. 2020, www.cultureamp.com/blog/how-to-define-diversity-equity-and-inclusion-at-work/.



Inclusion

Dictionary meaning:

The act or practice of including students with disabilities with the general student population³.

The act or practice of including and accommodating people who have historically been excluded (as because of their race, gender, sexuality, or ability)⁴.



³ "Inclusion" Merriam-Webster, Merriam-Webster, www.merriam-webster.com/dictionary/inclusion.

⁴ "Inclusion" Merriam-Webster, Merriam-Webster, www.merriam-webster.com/dictionary/inclusion.