**Diversity, Equity, and Inclusion Standard Definitions**

**Diversity:** Diversity at Wake Forest University refers to the intentional and inclusive representation of various facets of identity, including (but not limited to) race, ethnicity, nationality, gender identity, sexual orientation, socioeconomic status, ability, religion, and age. This commitment to diversity embraces the understanding that every individual and group contributes unique perspectives, values, and ideas that enrich the fabric of our community.

**Inclusion:** Inclusion at Wake Forest University refers to the active and ongoing practice of creating an environment where all individuals, regardless of their historical exclusion based upon identities like: race, gender, sexuality, or ability, are included, accommodated, and valued. It encompasses actions that aim to understand, embrace, and leverage the unique strengths of identity possessed by each individual within the community. Inclusion strives to foster a sense of belonging, safety, empowerment, and respect for all members of the university.

**Equity:** Equity at Wake Forest University encompasses the pursuit of justice, fairness, and impartiality. It involves ensuring freedom from bias or favoritism and actively addressing imbalances in opportunity, access, and support. Pursuing equity includes challenging and responding to bias, harassment, and discrimination in all its forms with a goal of creating fair structures, systems and policies where everyone can thrive.

**Belonging:** Belonging at Wake Forest University refers to the deep sense of connection, acceptance, and inclusion that individuals experience within the university community. It is the feeling of being valued, respected, and supported for one's unique identity, background, and perspectives. Belonging encompasses an environment where every member feels a genuine sense of being an integral part of the community and can fully engage in academic, social, and personal pursuits.

**Inclusive Excellence**: Inclusive Excellence at Wake Forest means the institution has intentionally, coherently, and collaboratively invested in the development and use of resources to maximize learning and institutional engagement across the full range of its members.