Mission, Goals and Definitions

Mission and Goals

We've created a short video to explain our purpose in creating this toolkit for your use in welcoming diversity and inclusion into your organization.

Listen in as CASBO CEO & Executive Director Molly McGee Hewitt and CASBO Past President Nina Boyd discuss the history of this initiative, as well as our mission and goals.

*To access the video, please click the butterfly logo above.*

Definitions

1. General Definitions of Diversity, Inclusion & Equity:

   a. Diversity: The range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs. (Ferris State University).

   b. Inclusion: The action or state of including or being included within a group or structure.

   c. Equity: The quality of being fair and impartial.

2. Millennial Definitions of Diversity, Inclusion & Equity:

   a. Diversity: The blending of different backgrounds, experiences, and perspectives within a team, which is known as cognitive diversity. Diversity also describes the combination of these unique traits to overcome challenges and achieve business goals.

   b. Inclusion: The support for a collaborative environment that values open participation from individuals with different ideas and perspectives that has a positive impact on business.

   c. Equity: Offering roles and opportunities to all qualified candidates; Ensuring all voices are heard, making teamwork and connection a priority.