



# Women's Empowerment #IDEAS4GenderEquality

*Inclusion, Diversity, Equity & Access Solutions (IDEAS)*



**INCLUSION:** Is the individual and collective act of creating a welcoming, safe environment in which everyone belongs and feels respected, supported, represented and valued to fully participate.

**DIVERSITY:** Represents all of the ways that people are different and the same at an individual and group level. Using an intersectional lens it acknowledges that even when people appear similar they are uniquely different. At an organizational and decision making level it requires the engagement of multiple perspectives by those closest to and/or most impacted by the outcome.

**EQUITY:** Consciously uses policies and practices to promote the fair treatment, access, opportunity and advancement of all people. It takes a people-centered approach to redistribute tools and resources to meet identified needs while simultaneously working to eliminate barriers to full participation and success.

**ACCESS:** Makes a commitment beyond creating an inclusive physical environment to encourage attitudes, behaviors and procedures that facilitate equity and diversity and optimizes the contributions of everyone.

**SOLUTIONS:** Generated through the respectful collaborative engagement of diverse perspectives and by those impacted by or closest to the issues are liberating, more impactful and more sustainable.