

Definitions for Qualifications

Annual Premier's Leadership Award for Equity, Diversity, and Inclusion in the Public Service

EQUITY

Equity is the principle of fairness that considers people's unique experiences, individual diversity, lived experiences, and ensures that they have access to appropriate resources, services, programs, and opportunities that are necessary for them to attain their full potential. Equity also aims to create a positive, inter-sectional and psychologically safer organizational culture that eliminates barriers for all individuals.

DIVERSITY

Diversity is the range of visible and invisible qualities, experiences and social and cultural identities that shape who we are, how we think and how we engage with, and are perceived by the world. These can be along the dimensions of age, skin colour, gender, national origin, ethnicity or physical/mental ability, and also includes other dimensions such as economic status, sexual orientation, gender identity, education level, family status, thinking styles, geographic location, first language, immigration/refugee status, socio-economic background, religious/spiritual beliefs, or political ideologies and many more. They can also include differences such as personality, style, capabilities, and thoughts/perspectives.

INCLUSION

Inclusion is an attitude and approach that embraces diversity in the workplace where all employees feel valued and have a sense of belonging within an organization that applies the principles of equity and fairness in all aspects of its policies, practices, procedures and service delivery. An inclusive environment enables individuals and groups to feel safe, respected, engaged, motivated, and valued, for who they are and for their contributions toward organizational and societal goals.

ACCESSIBILITY

Accessibility is the standard practice of making information, programs, services, support systems, products and physical and digital environments easily accessible, available, and barrier-free to persons with diverse abilities. Accessibility is about treating individuals with respect and dignity. It promotes social inclusion, accommodates individual identities and supports personal development and organizational successes.