



Did You Know...

Think about the term ***Equity***.

First, it's important to note that ***Equity*** and ***Equality*** are not synonyms. ***Equality*** means treating everyone the same, giving everyone the same access, the same opportunity, and the same service regardless of who they are and regardless of their attributes like race, culture, socioeconomic status, abilities/disabilities, etc.

Equity, on the other hand, recognizes that barriers to inclusion and participation exist and may prevent someone from enjoying equal access and opportunity. ***Equity*** drives the identification and elimination of barriers that prevent the full participation of some groups. For example, ***Equity*** is providing wheelchair ramps so people who rely on wheelchairs for mobility can enter the hospital and gain access to the same healthcare services as people who walk.

The Emory Radiology DEI Toolbox not only provides you with definitions of common DEI terms like ***Equity***, it also offers a wealth of resources for advancing your DEI competence. For example, the DEI Toolbox highlights resources for [Inclusive Instruction](#) and [Disability Services](#) to help faculty address issues of ***Equity*** in the classroom with the goals of ensuring all learners have what they need to participate fully in the learning environment. You can also learn more about the difference between equity and equality [here](#).

Think about the term ***Privilege***.

In anthropology, ***privilege*** is a special right, advantage, or immunity granted or available only to a particular person or group. In sociology, ***privilege*** is the perceived rights or advantages that are assumed to be available only to a particular person or group of people. The term is commonly used in the context of social inequality, particularly in regard to age, disability, ethnic or racial category, gender, gender identity, sexual orientation, religion, and social class. Under a newer usage of the term, ***privilege*** can also be emotional or psychological, regarding comfort and personal self-confidence, or having a sense of belonging or worth in society.

A special advantage, immunity, permission, right, or benefit granted to or enjoyed by an individual, class, or caste. <https://www.thefreedictionary.com/privilege>

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Access these resources by logging onto the Emory Radiology Intranet and clicking on the [DEI Toolkit](#) icon (if you do not have access to the intranet click [here](#)).

Think about the term ***Pronoun***.

A **pronoun** is a word that refers to either the people talking (like I or you) or someone or something that is being talked about (like she, it, them, and this). Gender pronouns (like he and hers) specifically refer to people that you are talking about.

Preferred Pronouns/Preferred Gender Pronouns

In support of diversity, equity, and inclusion, the Department of Radiology and Imaging Sciences welcomes its faculty, staff, and trainees to identify their preferred personal pronouns as part of their email signature line. This is becoming an increasingly common way for workplaces to recognize and affirm gender diversity in the workplace and would look like the following:

Jamie O’Hare, MD, MPH

(Pronouns - she, her, hers)

Associate Professor of Radiology and Imaging Sciences

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Inclusion of preferred pronouns in your email signature line is not required. We encourage all of our team members to utilize a colleague’s preferred pronouns whenever they are provided. We also encourage teaching faculty and staff to consult the **attached** resource regarding personal pronouns made available by the Emory University Center for Faculty Development and Excellence, also available [here](#).

Access additional resources by logging onto the Emory Radiology Intranet and clicking on the [DEI Toolkit](#) icon (if you do not have access to the intranet click [here](#)).

Think about the term ***Inclusivity***

Inclusivity refers to the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those having physical or mental disabilities or belonging to other minority groups. <https://www.lexico.com/en/definition/inclusivity>

“However, while many organizations are better about creating diversity, many have not yet figured out how to make the environment inclusive—that is, create an atmosphere in which all people feel valued and respected and have access to the same opportunities. That’s a problem.” <https://hbr.org/2014/06/diversity-is-useless-without-inclusivity>

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