

# NACRAO DEIB COMMITTEE NEWSLETTER

October 2023

## WHAT IS DEIB?

DEIB stands for diversity, equity, inclusion, and belonging. But what does each of these words mean? Here are some simple definitions to start:

- Diversity: typically means proportionate representation across all dimensions of human difference
- Equity: requires differential treatment and resources rather than equal treatment or equal distribution of resources
- Inclusion: means that everyone is included, visible, heard, and considered
- Belonging: a person's perception of acceptance within a given group



## WHAT IS THE DEIB COMMITTEE?

The primary goal of the DEIB Standing Committee is to foster awareness and address issues of concern for marginalized groups and historically underrepresented populations, including (but not limited to) international and first-gen students, individuals with disabilities, different gender identities, etc. MCC, WNCC, UNO, and Chadron State have staff members currently serving on the committee.

## WHY IS DEIB IMPORTANT FOR MY ROLE IN EDUCATION?

DEIB initiatives are crucial for the well-being and success of both students and staff within educational institutions. By fostering a diverse and inclusive environment, these initiatives create a sense of belonging that positively impacts mental, social, and academic well-being. In turn, the positive impacts on these different dimensions of student and staff belonging increases retention. The more staff know about DEIB, the better we can serve students and accomplish our institutional and departmental goals.



## HOW DO I LEARN MORE?

The NACRAO DEIB Committee publishes monthly newsletters on a variety of DEIB-related topics, heritage and awareness months, and resources for higher education staff. Sign up for the NACRAO list serv to learn more!

VIEW PREVIOUS DEIB NEWSLETTERS HERE:

[HTTPS://WWW.NACRAO.ORG/DEI-B-SPOTLIGHT](https://www.nacrao.org/dei-b-spotlight)

WANT TO SUBMIT A TOPIC IDEA OR GET INVOLVED? EMAIL CO-CHAIR MADDIE POOLEY AT [MPOOLEY@UNOMAHA.EDU](mailto:mpooley@unomaha.edu)

Sources:

- [McGill](#)
- [Power to Fly](#)
- Harvard:chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://edib.harvard.edu/files/dib/files/dib\_glossary.pdf