

# Solutions Arts, LLC: Who We Are

We are a collective of international experts committed to delivering performance improvement. Our clients experience this as a desire to **innovate, improve, learn, and grow in partnership with them** to tackle and overcome their biggest challenges in:



**Custom learning  
and development**



**Organizational  
development**



**Diversity, equity, and  
inclusion consulting**



**Registered  
apprenticeship  
consulting**

## Diversity, Equity, and Inclusion Definitions

**Diversity:** people; mix of people; refers to the human factor. It may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, languages, ability, age, religious perspective, political perspective, and more.

Often leaders mistakenly believe that all they need to do to satisfy a stated commitment to diversity, equity, and inclusion is to hire more BIPOC (Black, Indigenous, and People of Color). Seldom do you see significant hiring throughout all levels of leadership in these cases. This is a check-the-box activity and **not** a demonstrated commitment to and champion of diversity, equity, and inclusion.

**Equity:** "... is about individuals, relationships, and systems. An organization that is equitable is one which we value and honor each person for who they are and provide the structures, environment, and resources each person needs to fully participate and reach their greatest potential. Equitable organizations see their role in and contribute to the long-term impact of creating a more just world," from the [Equity Literacy Institute](http://EquityLiteracy.org). **It calls upon each of us to recognize and understand the root causes of outcome disparities within our society.**

- **Inequity:** "An unfair distribution of material and non-material access and opportunity resulting in outcome and experience disparities that are **predictable by race**, socioeconomic status, gender identity, home language, or other dimensions of identity."<sup>1</sup>

What's important to note here is the **commitment to action** outlined in our equity definition—the process of redistributing access and opportunity to be fair and just—and the predictability of racism that exists within our structures, systems, and interactions. If the meteorologist tells us there's a 100% chance it's going to rain today, we prepare accordingly. There is a 100% chance that inequities exist across our structural, cultural, institutional, socioeconomic, and organizational entities. We are then—all of us—called to action to dismantle these inequities.

This is different than **equality**. Equality is giving everyone the **same** assuming that it levels the playing field. It does not.

<sup>1</sup> DuBose, M., & Gorski, P. (2021, October 5). *Racial Equity Facilitator Training, Day 1* [Slides]. Equity Literacy Institute. <http://EquityLiteracy.org>

---

**Inclusion:** refers to who you welcome, who has a seat at the table, and how well people mix. More recently, inclusion represents the practice of ensuring that people feel a sense of belonging, value, and connectedness. Said another way—it’s an outcome that allows diverse people to safely express themselves, feel fully able to participate in, and bring their whole selves to the situation or environment.

**Many people within the field also add an “A” for accessibility.**

---

**Accessibility:** “...integrates the legal definitions and provisions of the Americans with Disabilities Act and goes beyond to not just the physical environment, but access to, and representation for, all. It’s ensuring equitable access to all along the continuum of human ability and experience.” American Alliance of Museums.

- It considers the design of
  - Products
  - Devices
  - Services
- This can be confusing as people may interpret it to mean *only ADA access such as the physical environment*.
- On June 25, 2021, the Biden Administration released an Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce (EO 13985). This may have been the first time some people encountered this version of the acronym.