



KEY HIGHLIGHTS

Introduction to DEI

Resource person: Prof. Rupashree Baral | Professor of Organizational Behaviour, Department of Management Studies, IIT Madras

Introduction to DEI | Understanding Diversity | dei

- 01 Diversity includes visible and less visible differences in identity, language, background, ability, thinking, and experience.
- 02 Ask about identity and experience before inferring how a learner will participate.
- 03 Equality gives everyone the same resource. Equity responds to a barrier while keeping the learning standard.
- 04 Extra time or text-to-speech can change access to a task while preserving its intended outcome.
- 05 Check whether representation includes voice and influence, especially for less confident or fluent participants.
- 06 Offer several ways to respond and include junior colleagues in real decisions.
- 07 Belonging is a person's felt experience. Each person determines whether they feel it.
- 08 Check who is present, what blocks access, whose voice counts, and what people repeatedly experience.