

VIDEO SUMMARY

Introduction to DEI

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Introduction to DEI | Understanding Diversity | dei

Diversity, equity, inclusion, and belonging describe different parts of an educational environment. Diversity asks who is present. It includes differences that may be visible or non-apparent, including language, socioeconomic background, disability, ways of thinking, and lived experience. The iceberg image is useful because much of what shapes participation may be hidden at first. Recognise every learner's background and use the class's full diversity as the reference point.

Equity asks whether people have fair access to opportunity and support. Equality provides the same resource to everyone. Equity responds to a barrier or need while keeping the intended learning standard. For example, extra time or text-to-speech for a learner with dyslexia changes access to the task while preserving the expected learning outcome. Ramps, assistive technology, multilingual instructions, and appropriately differentiated tasks can remove other avoidable barriers.

Inclusion is about meaningful participation. Can people speak, contribute, influence a decision, and take part as themselves? In a diverse class, participation structures may privilege the most confident or fluent students. Offer more than one way to respond. In institutional work, give junior colleagues a real part in the decision. Belonging is the person's experience of being accepted, respected, connected, and safe from ridicule. Institutions can create conditions that support belonging; each person experiences and reports whether they feel accepted, respected, connected, and safe.

Short cases test the distinctions. Teasing someone about an accent is exclusion. Giving a vernacular-medium student another route to participate addresses equity. Regional variety in a cohort is diversity. Friendships, study groups, and informal peer networks may support belonging when people genuinely feel known and supported. Use the four terms as a check: who is present, what blocks access, whose voice counts, and what do people repeatedly experience?