



PENINSULA COLLEGE

DEI Definitions

Overall Qualifier	Given that race is a socially defined construct, some of these definitions are dynamic and evolve across time.
Communities of Color	Communities of color are self-defined communities that share an identity based on racial characteristics among community members. The community typically has a shared history and shared current/historic experiences of racism.
Community organizations, also known as community-based organizations	Organizations aimed at making improvements to a community's social health, well-being, and overall functioning.
Culturally appropriate	The understanding of what is suitable given a particular context as defined by that community. Being sensitive, understanding, non-judgmental and respectful with people whose culture is different from your own; being flexible and skillful in responding and adapting to cultural contexts and circumstances.
Cultural Competence (Culturally competent)	Understanding the effects of culture on oneself and others. Developing a range of communication skills that lead to appropriate interactions with people.
Diversity	We understand that the term "diversity" requires attention to power, privilege, social justice, and change and points to a commitment to examining political and cultural dynamics including but not limited to race, class, gender, sexuality, and ability.
Equity	Peninsula College aspires to ensure that all students, faculty, and staff have access to resources and support in proportion to their needs and that they feel respected, connected, and can thrive in their goals.
Historically marginalized communities	Groups who have historically been and may continue to be denied political, economic, and social equity. Many of these communities were ignored or misrepresented in traditional historical sources.
Inclusion	Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power. <i>SOURCE: OpenSource Leadership Strategies OpenSource Leadership Strategies: Power to Change</i>
Low-income communities	A local community, neighborhood, or rural district in which 20% of people live below the poverty line or the median income does not exceed 80% of the median family income for the area.