Definition of DEI

extract from SEMI publications https://www.semi.org/en/workforce-development/DEI_Toolkit:

Diversity

*The **presence of difference within a given setting**. It includes but is not limited to differences in race, ethnicity, gender, gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, and (dis)ability status.*

Equity

*The **guarantee of fair treatment**, access, opportunity, and advancement for all while striving to identify and eliminate barriers that have prevented the full participation of some.*

Inclusion

***Authentically valuing**, leveraging, and welcoming individuals with different identities, thoughts, and beliefs within a given setting, and intentionally creating a sense of belonging amongst all.*