**American College of Medical Genetics and Genomics**
*Translating Genes Into Health®*

**Diversity, Equity, and Inclusion Definitions**

**Diversity:** is recognized as the representation of shared and distinct personal and group characteristics and identities, including but not limited to race, ethnicity, national origin, age, religion, ability, veteran status, sex, sexual orientation, gender identity, gender expression, pregnancy, genetic information, socioeconomic class, geographic location, and socioeconomic background.

**Equity:** the fair treatment, access, opportunity, advancement, and distribution of desirable outcomes across all members of a community, regardless of their shared or distinct personal and group characteristics and identities, including but not limited to race, ethnicity, national origin, age, religion, ability, veteran status, sex, sexual orientation, gender identity, gender expression, pregnancy, genetic information, socioeconomic class, geographic location, and socioeconomic background. (Equity also encompasses the continuous activities aimed at identifying and eliminating barriers in the procedures and processes of institutions or systems which have prevented the full participation of some individuals or groups.)

**Inclusion:** the intentional promotion of inviting, welcoming, and engaging all members of a community, regardless of their shared or distinct personal and group characteristics and identities, including but not limited to race, ethnicity, national origin, age, religion, ability, veteran status, sex, sexual orientation, gender identity, gender expression, pregnancy, genetic information, socioeconomic class, geographic location, and socioeconomic background, to contribute and fully participate in all aspects of organizational work, including but not limited to decision and policy-making activities and processes.

Sources:
https://www.aam-us.org/programs/diversity-equity-accessibility-and-inclusion/facing-change-definitions/
https://www.diversity.pitt.edu/DEIGlossary
https://diversity.umich.edu/about/defining-dei/
https://www.naspaa.org/doc/dei-definitions12-17-20

*Approved by the ACMG Board of Directors, 7/15/21*