

Diversity, Equity, Inclusion, & Belonging

DIVERSITY is a fact -
It encompasses how all people
differ from one another.

EQUITY is a choice -
the establishment of fair
and unbiased access.

INCLUSION is an action -
the creation of an environment
that is welcoming.

BELONGING is an outcome -
The perceived social support and
feeling of connectedness.



Intersectionality 101

The term **intersectionality** is used here to reference the interconnected nature of identities, both group and individual.

All aspects of a person's identity—race, gender, sexual orientation, class, abilities, etc.—are informed and impacted by another, placing individuals as the nexus of multiple systems of privilege and oppression.

“ Intersectionality [creates] overlapping and interdependent systems of discrimination or disadvantage.
~ Dr. Kimberlé W. Crenshaw ”

WVC Center for Excellence & Inclusive Belonging

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To learn more, go to:
wvc.edu/diversity

How do we advance this work?

The **4 Lenses of Systemic Oppression**: sharpen our focus on the ways in which any given form of oppression (race, gender, class, language, sexual orientation, etc.) may be negatively impacting people's ability to thrive.

Individual Oppression:

A person's beliefs and actions that serve to perpetuate oppression.

Interpersonal Oppression:

The interactions between people, both within and across difference.

Institutional Oppression:

Policies and practices at the organization (or "sector") level that perpetuate oppression.

Structural Oppression:

How these effects interact and accumulate across institutions and across history.



Move toward accompliceship instead of allyship

Ally: Mostly engage in activism by standing with an individual or group in a marginalized community. An ally in the workplace might call out a biased comment during a meeting, ensuring that a marginalized colleague feels supported.

Accomplice: Focus more on dismantling the structures that oppress that individual or group; such work is directed by stakeholders in the marginalized group. An accomplice might work to overhaul hiring practices or advocate for systemic changes to create equitable opportunities for underrepresented employees.

What intersectionality looks like

In the 1976 legal case *DeGraffenreid v. General Motors*, five Black women who had been laid off by General Motors sued the company for both race and sex discrimination.

The case is an example of intersectionality and illustrates how discrimination based on both race and gender created a unique and more severe form of disadvantage compared to either factor alone.

Wenatchee Valley College is committed to a policy of equal opportunity in employment and student enrollment. All programs are free from discrimination and harassment against any person because of race, creed, color, national or ethnic origin, sex, sexual orientation, gender identity or expression, the presence of any sensory, mental, or physical disability, or the use of a service animal by a person with a disability, age, parental status or families with children, marital status, religion, genetic information, honorably discharged veteran or military status or any other prohibited basis per RCW 49.60.030, 040 and other federal and state laws and regulations, or participation in the complaint process.

The following persons have been designated to handle inquiries regarding the non-discrimination policies and Title IX compliance for both the Wenatchee and Omak campuses:

- To report discrimination or harassment: Title IX Coordinator, Human Resources, Wenatchi Hall 2322M, (509) 682-6445, title9@wvc.edu.
- To request disability accommodations: Student Access Manager, Wenatchi Hall 2133, (509) 682-6854, TTY/TTD: dial 711, sas@wvc.edu.