**Equity Demystified: Discrimination, Diverse Supplier & Diversity**

**Episode 13**

Lisa Rodriguez:

Hi, this is Lisa Rodriguez, your host of the Magic Mountie bonus series we're calling Equity Demystified. I am the assistant director of professional and organizational development, as well as the project lead for the Title V Grant, creating an equity minded campus culture to improve student outcomes here at Mt. SAC. I will introduce three terms alphabetically in each mini episode to keep you equipped with an up-to-date vocabulary to better navigate the diverse intersections of our students and each other.

Lisa Rodriguez:

Hi, this is Lisa Rodriguez, your host of the Magic Mountie bonus series we're calling Equity Demystified. We will be sharing terms from the Equity Fluent Leaders Glossary that the UC Berkeley Haas School of Business has shared as an open resource. Today I'm sharing three definitions with you. They are discrimination, diverse supplier, and diversity. Let's begin.

Lisa Rodriguez:

Discrimination. Actions based on conscious or unconscious prejudice which favor one group over others in the provision of goods, services, or opportunities. Discriminatory traditions, policies, ideas, practices, and laws exist in many countries and institutions in every part of the world. Discrimination can be perpetuated by an individual, by tradition or custom, by organizations and establish rules, policies or practices.

Lisa Rodriguez:

Diverse supplier. A minority owned business that is at least 51% owned, managed, and controlled by one or more African-Americans, Latinx Americans, Native Indian Americans, or Native Americans, Asian Indian Americans, or Asian Pacific Americans. Acceptable certifications are provided by the National Minority Supplier Development Council and by federal state and local governments.

Lisa Rodriguez:

Diversity. The wide variety of shared and different personal and group characteristics among human beings. Diversity includes many characteristics that may be visible, such as race, gender, and age. And it also includes less obvious characteristics like personality style, ethnicity, ability, education, religion, job function, life experience, lifestyle, sexual orientation, gender identity, geography, regional differences, work experience, and family situations that make us similar to and different from one another.

Lisa Rodriguez:

Thank you for listening, and we hope you feel a little more connected and informed today.

Speaker 2:

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