



CAPITOL PATHWAYS 10 YEAR SUMMIT

GLOSSARY OF TERMS & CONTEXT GUIDE

At today's Summit, we will be referencing and uplifting several concepts centered in the work of Capitol Pathways, as well as current policy implications and impacts. This resource is meant to serve as a tool for the day for shared understanding in our conversations and learning together.

TERMS

DEI – an acronym for **Diversity, Equity, and Inclusion** (defined below) used to reference or describe these concepts or work/roles centering them. Different individuals, groups, and organizations use different groupings of terms, including words such as **Accessibility** and **Justice** (defined below), so you may see additional acronyms such as 'JEDI', 'IDEA', or others.

Diversity – the representation and involvement of many different identities, perspectives, types of people, considerations.

- There are many kinds of diversity, based on race, gender, gender identity/expression, sexual orientation, class, age, country of origin, education, marital status, parental status, religion and physical or cognitive abilities.

Diversity can also mean differences in geographies, thought, experiences, etc.

Equity – a state in which individuals and/or groups have what they need in order to take full advantage of opportunities and thrive. Takes into account histories of power, privilege, and oppression and course corrects accordingly. Different than equality/everyone gets the same or equal/one size fits all.

Inclusion – involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive system recognizes agreement might not always be the end result, but that difference, dialogue and understanding are part of the larger process that allows for inclusivity to be achieved.

Accessibility – the opportunity to access programs, services and facilities for people with disabilities and/or who learn or process information in different ways. The extent to which a facility or program is usable and approachable for people with disabilities and diverse learning and processing needs.

Justice – a foundational concept in public participation, in which all people are treated fairly, equally, morally, ethically, formally under governing law and informally in society/culture. Justice is not only an attempt to repair mistreatment or harm but work to change the conditions allowing that harm to take place.

BIPOC – BIPOC is an umbrella term/acronym that stands for “Black, Indigenous, and People of Color.” It is an expansion of the term “People of Color” (POC) meant to emphasize the unique oppression faced by Black and Indigenous communities in the United States. IBPOC (Indigenous, Black, and People of Color) is sometimes used in contexts centering Indigenous peoples. And **POC (People of Color)** is also used to collectively reference people who are Indigenous, Native American, Black, Asian, Latino/a/e/x, Pacific Islander. It is recommended to be specific when referencing specific racial & cultural communities.

- Individuals and groups use, prefer, and appreciate different terminology – not all people and organizations will use the same language. Language shifts and evolves over time and context.

Pathways Program – a pathways program is one that caters to and is designed explicitly to support communities of people who have been historically and systemically excluded or underserved by our systems in obtaining an opportunity, role, skillset, or experience (often through a cohort or relationship/network-building model over time).

- Local examples include Capitol Pathways, the Community Equity Program, the Boards and Commissions Leadership Institute, Urban Scholars, etc.

VISUAL ON DEI



DEIB @ THE DANCE PARTY

A metaphor for understanding Diversity, Equity (& Equality), Inclusion & Belonging

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DIVERSITY

Diversity is that among “everyone” invited, there are representations of difference.



EQUALITY

Equality is inviting everyone to the party.

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EQUITY

Equity is ensuring everyone has adequate transportation/access to getting to the party, regardless of their starting location.

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INCLUSION

Inclusion is being a part of planning the party and being asked to dance during the party.

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BELONGING

Belonging is feeling comfortable to suggest décor, and feeling uninhibited in your request that the DJ play your favorite song, then enjoying the décor and music along with everyone at the party.

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DEI RELATED EXECUTIVE ORDERS

• **Executive Order** – an Executive Order (EO) is a written, signed, and published directive from the President of the United States that manages operations of the federal government. EOs are presidential instructions that direct executive branch agencies and staff to take (or stop taking) specific actions. Executive Orders are not legislation, do not require approval from Congress, and cannot be simply overturned by Congress. However, they cannot override federal laws and statutes.

In the first few days of the second Trump Administration, the **President signed three executive orders (EOs, more information below) seeking to end diversity, equity and inclusion (DEI) programs in the public and private sectors, declaring DEI programs “illegal and immoral.”** The orders apply, first, to federal government DEI programs and policies, and to federal contractors and grant recipients, but the new administration has served notice that it plans to target large private sector organizations more generally, including major corporations, foundations, non-profits, professional organizations and educational institutions.

Executive Order 14151: “Ending Radical and Wasteful Government DEI Programs and Preferences”

- Requires the termination of all “discriminatory programs, including illegal DEI mandates, policies, programs, preferences and activities in the Federal Government, under whatever name they appear.” It requires that federal agencies, departments or commission heads terminate all (i) DEI offices and positions, (ii) “equity” plans, actions, initiatives or programs and “equity-related” grants or contracts, and (iii) DEI or DEIA “performance requirements for employees, contractors or grantees.”

Executive Order 14168: “Defending Women from Gender Ideology Extremism”

- Defines “sex” as an individual’s “immutable biological classification as either male or female,” removing any concept of “gender identity.” This order directs agencies to remove all statements, policies, regulations or other documents or forms of communications that “inculcate gender ideology” and prohibits use of federal funds to promote gender ideology. The order also instructs the attorney general to issue guidance to (i) clarify that Title VII does not require gender identity-based access to single-sex spaces and (ii) ensure the “freedom to express the binary nature of sex” and right to single-sex spaces.

Executive Order 14173: “Ending Illegal Discrimination and Restoring Merit-Based Opportunity”

- Requires executive departments and agencies to terminate “all discriminatory and illegal preferences, mandates, policies, programs, activities, guidance, regulations, enforcement actions, consent orders and requirements.” In a major change, the order rescinds Executive Order 11246, issued in 1965 by President Johnson, which required federal contractors to develop and implement affirmative action plans to identify and address underrepresentation based on sex or race.

CITATIONS

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<https://tmcf.org/policy-advocacy/executive-orders/>

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<https://www.diversitystyleguide.com/> <https://consciousstyleguide.com/>

<https://dawnxhenderson.medium.com/challenging-the-image-on-equity-and-equality-c3bb93ff0fb0>