

# Advancing Diversity, Equity, Inclusion, and Accessibility (DEIA) Through Public Diplomacy Programs

## What is DEIA?

- **Diversity** - “The practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities.”
- **Equity** - “The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.”
- **Inclusion** - “The recognition, appreciation, and use of the talents and skills of employees of all backgrounds.”
- **Accessibility** - “The design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them. Accessibility includes the provision of accommodations and modifications to ensure equal access within the community.”
- **Underserved Communities** - “Populations sharing a particular characteristic, as well as geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life.”

## Why is this important?

The systematic exclusion of underrepresented groups from full participation in economic, political, social, and civic life can foment corruption, forced migration, violence and distrust. Globally, the United States supports efforts to empower marginalized communities and uphold the dignity of people who are systematically denied their human rights and fundamental freedoms. This work furthers the Department’s efforts to promote and protect the human rights and fundamental freedoms of all persons as enshrined in the Universal Declaration of Human Rights and the International Covenant on Civil and Political Rights.

## Who does this impact?

The United States places special emphasis on advancing equity and social inclusion for the following groups individually and intersectionally across groups:

- members of marginalized racial and ethnic communities
- women and girls
- persons with disabilities
- Indigenous peoples
- members of religious minority groups
- LGBTQI+ persons
- rural residents
- those adversely impacted by environmental inequities

These groups are globally recognized as underserved and historically marginalized populations. Social exclusion disproportionately affects marginalized individuals and populations who face intersectional forms of discrimination across multiple group affiliations.