

What is the difference between affirmative action, equal employment opportunity and DEIB (Diversity, Equity, Inclusion, and Belonging)?

**Affirmative Action:** The purpose of affirmative action is to achieve equal employment opportunity by making up for past discrimination and overcoming discrimination in the workplace. It consists of special actions in recruitment, hiring and other areas that are designed to eliminate the present effects of past discrimination, such as the under representation of minorities and women, and the employment of veterans and persons with disabilities.

**Some of the main elements are:**

- Mandated by law (Civil Rights Act of 1964)
- Special efforts in recruiting and retaining minorities, women, veterans and individuals with disabilities
- Goal is to eliminate present effects of past discrimination

**Equal Employment Opportunity (EEO):** A system of employment practices within an organization under which individuals are not excluded from any participation, advancement or benefits because of their race, color, religion, sex, national origin, or other factor that cannot lawfully be the basis for employment action; an employment system in which neither intentional nor unintentional discrimination operates.

**Some of the main elements are:**

- Legally mandated
- Focuses on eliminating discriminatory employment and human resource policies and practices
- Equal access and opportunity — no one is excluded from participation

**Diversity, Equity, Inclusion, and Belonging (DEIB):**

- **Diversity:** To be diverse means to be different from one another which include but are not limited to: age, ethnicity, gender identity, physical abilities/qualities, race, sexual orientation, educational background, geographic location, income, marital status, military experience, parental status, religious beliefs, work experience and job classification.
- **Equity:** This term acknowledges structural issues and barriers such as racism, sexism, homophobia, bullying, and sexual harassment that have prevented the full participation of individuals from marginalized groups.
- **Inclusion:** A proactive effort through personal actions, programs, and policies to ensure all individuals feel welcome, respected, supported, and valued.
- **Belonging:** The sense of being accepted and connected to the institution and to people within the institution; being one's authentic self. A sense of belonging means knowing that what one is doing has purpose and meaning to themselves and others

**Some of the main elements are:**

- Not legally mandated
- Broader than ethnicity, race and gender
- Inclusive of all groups
- Focuses on developing an environment that maximizes the potential of all employees by valuing diversity interpersonally and institutionally
- Business necessity given workforce trend

(Source: [UCLA Campus Human Resources Office](#) and [UCB Office of Faculty Equity & Welfare](#))