IAED Definitions

ACTE is committed to inclusion, access, equity, and diversity (IAED) throughout our organization, and has operationalized the definitions of these terms to aid in our work and that of the collective CTE community. As with all of our IAED efforts, we acknowledge that these definitions are not an exhaustive representation of all the ways in which these terms could be used, nor will they ever be complete or final. Language evolves, and we welcome your feedback.

Diversity
Diversity means all of the ways in which people differ, encompassing each individual’s multiple characteristics and identities. While diversity is often used in reference to race, ethnicity and gender, it also includes age, national origin, religion, ability, sexual orientation, gender identity, socioeconomic status, education, marital status, language, physical appearance, geographical location and any other identifiers that make one individual or group different from another.

Inclusion
Inclusion means intentionally creating an environment in which diverse individuals are welcomed, respected, supported and valued for the contributions they bring.

Access
Access means ensuring each individual has the opportunity to enter a full range of programs and experiences that align to their needs, goals and priorities. This may be achieved through policies and practices that identify and eliminate barriers to participation.

Equity
Equity means ensuring that each individual can reach their personal potential within programs and experiences that align to their needs, goals and priorities. This may be achieved through policies and practices that provide supports, opportunities and resources to allow each individual to achieve success.