**What's the difference?**

**DEI**

- **What is it?**
  - A form of training and set of policies aimed at improving interpersonal awareness, attitudes, efficiency, and productivity within increasingly gender diverse, multi-ethnic, neurodiverse, multiply abled workplace and institutional settings.

- **Origins**
  - Emerges in the late 1970s/80s as a reaction to the civil rights movement and following the introduction of equal employment laws and affirmative action; first used in top-down fashion by organizations (government, military, and corporations), later expanded to schools and other sectors.

- **Purpose**
  - Management of tensions, conflicts, biases, and inequities in workplace and institutional settings.

- **Key concepts**
  - Multiculturalism, bias, prejudice, equality, tolerance, affirmation, education.

- **Driving context**
  - General workplace (including K-12 teachers and administration), professional networks, higher education, education of all people from the perspectives of Indigenous people and people of color.

- **Core populations/settings**
  - General workplace (including K-12 teachers and administration), professional networks, higher education, education of all people from the perspectives of Indigenous people and people of color.

**Ethnic Studies**

- **What is it?**
  - A multidisciplinary field of study, pedagogical approaches, and methodologies that centers the lived experiences, histories, and epistemologies of Indigenous peoples and people of color.

- **Origins**
  - Emerges from the grassroots activism and organizing of principally students of color and community activists and is formalized as a university-level academic discipline starting in the late 1960s.

- **Purpose**
  - Understanding the histories, pedagogical, and methodological practices of Indigenous people and people of color in a US-based context.

- **Key concepts**
  - Race as a social construct, racism as a structure, oppression, comparativity and relationality, racial justice movements, self-determination, decolonization, indigeneity, healing and hope, solidarity, social justice, anti-racism.

- **Driving context**
  - The marginalization of Indigenous people and people of color in traditional academic disciplines and in a curriculum.

- **Core populations/settings**
  - Education of all people from the perspectives of Indigenous people and people of color.

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**Research base for K-12 academic achievement**


