

ALTERNATIVE TERMS TO REPLACE *DIVERSITY, EQUITY, & INCLUSION (DEI)*  
FOR PROGRAMS & LANGUAGE

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**Options that convey similar goals but with different framing.**

1. Belonging and Engagement: Focuses on creating environments where everyone feels accepted and engaged, regardless of background.
2. All-encompassing Culture: Emphasizes the creation of a culture where all individuals are embraced, respected, and supported.
3. Workplace Fairness: Highlights the need for fair treatment, equal opportunities, and the elimination of bias in the workplace.
4. Fairness and Access: Focuses on ensuring that all individuals have equal access to opportunities, resources, and development.
5. Cultural Awareness and Competence: Emphasizes understanding and respecting diverse cultural perspectives and developing skills to work effectively across differences.
6. Workplace Insertion: More specific to creating an inclusive environment in the workplace, without necessarily implying an equity focus.
7. Social Responsibility and Justice: This can apply to broader organizational commitments to social equity and making a positive impact on communities and employees alike.
8. Talent Fairness: Focuses on ensuring fair and equal treatment in terms of talent development, retention, and opportunity.
9. Access and Opportunity Programs: Frames diversity and inclusion efforts as programs that ensure equal access to opportunities for all.
10. Cultural Variety and Integration: Focuses on integrating diverse perspectives into all areas of an organization.
11. Workplace Harmony: Emphasizes the goal of fostering peaceful and collaborative relationships among diverse individuals.
12. Global Perspectives and Integration: For organizations with a global focus, this can refer to integrating different worldviews and perspectives.

13. Human Potential Development: A broader term that focuses on supporting the growth and development of every individual, regardless of background.

14. All-encompassing Excellence: Focuses on excellence achieved by embracing diversity and creating a culture of inclusion.

15. Social Impact and Presence: Ties inclusion efforts to the broader objective of creating positive social impact both inside and outside of the organization.

These alternative terms can be tailored to fit specific organizational cultures or goals, and each may offer a way to emphasize the importance of inclusion, fairness, and opportunity without relying on the traditional DEI language.

**For federal regulatory agencies, the terms should emphasize fairness, accessibility, and representative participation in clinical trials while aligning with regulatory language.**

1. Regulatory-Friendly Terms
  - a. Representative Patient Enrollment
  - b. Unbiased Access to Clinical Trials
  - c. Broad & All-encompassing Trial Participation
  - d. Fair & Unbiased Clinical Research
  - e. Comprehensive Population Representation
  
2. Ethical & Compliance-Oriented Language
  - a. Ethical & Comprehensive Trial Design
  - b. Regulatory-Compliant Participant Access
  - c. Patient Representation & Scientific Integrity
  - d. Balanced & Fair Trial Enrollment
  - e. Accessible & Transparent Research
  
3. Scientific & Policy-Driven Terms
  - a. Data Integrity & Population Representation
  - b. Inclusive Demographic Sampling
  - c. Dissimilar Participant Representation
  - d. Health Parity in Clinical Trials
  - e. Regulatory Standards for Fair Participation

**For FDA, NIH, and HHS, the language should align with their regulatory, funding, and health equity priorities while avoiding "Diversity, Equity, and Inclusion (DEI)" terminology.**

For the FDA (U.S. Food and Drug Administration) FDA's Diversity Action Plan & Race and Ethnicity Diversity Plans for Clinical Trials. FDA focuses on ensuring clinical trials are representative of the populations affected by the disease under study. Here are refined alternatives:

- Representative Patient Enrollment
- Justifiable Access to Clinical Trials
- All-encompassing Trial Design for Regulatory Compliance
- Fair & Unbiased Study Participation
- Demographic Representation in Drug Development

For the NIH (National Institutes of Health) NIH's Inclusion Across the Lifespan & Health Disparities Research Initiatives. NIH emphasizes scientific rigor, population health, and funding research that represents diverse communities. Alternative terms:

- Comprehensive Population Representation in Research
- Ethical & Inclusive Scientific Studies
- Unbiased Access to Federally Funded Research
- Health Disproportions Reduction in Clinical Trials
- Broad-Spectrum Participant Presence

For HHS (U.S. Department of Health and Human Services) HHS's Office of Minority Health (OMH) Initiatives & Healthy People 2030 Goals. HHS oversees national public health and accessibility of health services, including research participation. Alternative terms:

- Patient-Centered Research & Access
- Fair & Transparent Clinical Trial Access
- Population-Based Health Representation
- Culturally Comprehensive Medical Research
- Regulatory Standards for Impartial Health Outcomes