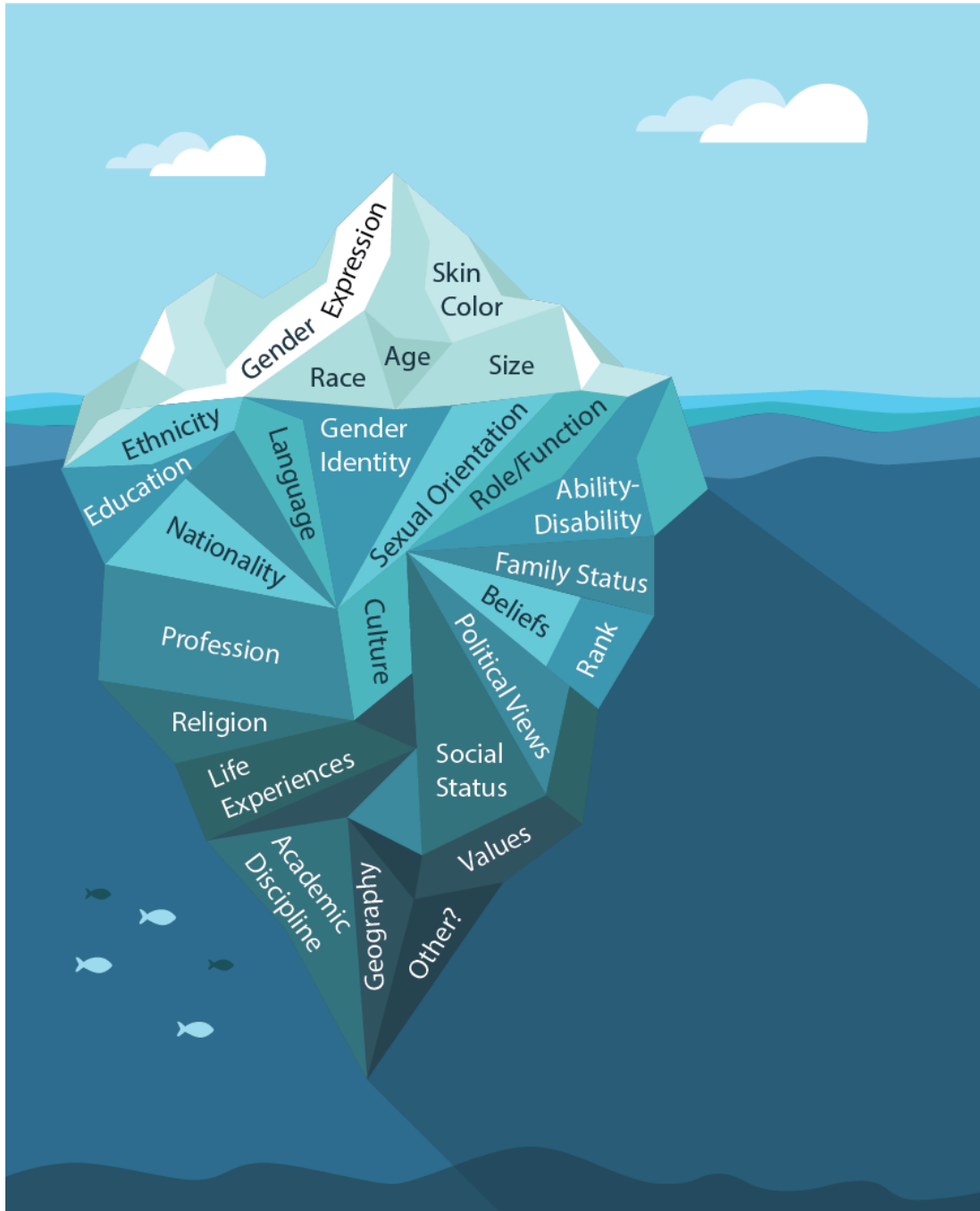# Handout 1: Diverse Identities

Cognitive: Differences in information, knowledge, representations, mental models or frameworks, heuristics or tools which comprise a person's cognitive repertoire. Often described as "what people know and how they think".

Informational: Differences in information, opinions, perspectives and models of thought and action. Similar to cognitive diversity

Social Category: Differences that serve as the basis for categorization into an in-group (people who are like me) and an out-group (people who are not like me). Similarities with identity diversity with a particular focus on characteristics that might not be visible to others.

Experiential: Differences in experiences, opportunities, expectations, shaped by an individual's life history.

Identity: Differences in race, gender, age, physical capabilities, sexual orientation, cultural background, and other emerging categories that may be visible or invisible. Similar to social category diversity.

Disciplinary: Differences in areas of study, fields of expertise, training pathways and processes. May also be included in identity (i.e., functional identity) and social category diversity

Functional: Differences in the roles and functions to which an individual contributes within a workplace. Cross-functional teams represent members who serve different functions or roles within an organization. Often synonymous with disciplinary diversity and more commonly used in a corporate context.