**Equity Demystified: Diversity Debt, Domestic Partner & Dominant Culture/Hegemony**

**Episode 14**

Lisa Rodriguez:

Hi, this is Lisa Rodriguez, your host of the Magic Mountie bonus series we're calling Equity Demystified. I am the Assistant Director of Professional and Organizational Development, as well as the project lead for the Title V grant, creating an equity-minded campus culture to improve student outcomes here at Mt. SAC. I will introduce three terms alphabetically in each mini-episode, to keep you equipped with an up-to-date vocabulary to better navigate the diverse intersections of our students and each other.

Lisa Rodriguez:

Hi, this is Lisa Rodriguez, your host of the Magic Mountie bonus series we're calling Equity Demystified. We will be sharing terms from the Equity Fluent Leaders Glossary that the UC Berkeley Haas School of Business has shared as an open resource.

Lisa Rodriguez:

Today I'm sharing three definitions with you. They are diversity debt, domestic partner, and dominant culture, or hegemony. Let's begin.

Lisa Rodriguez:

Diversity debt: The escalating difficulty of creating a diverse workforce if the firm fails to invest in diversity and inclusion from the offset, which leads to a homogenous set of initial hires. Usually used in reference to startups.

Lisa Rodriguez:

Domestic partner: Unmarried partners who share living quarters.

Lisa Rodriguez:

Dominant culture, hegemony: The cultural values, beliefs, and practices that are assumed to be the most common and influential within a given society. Dominant culture practices are thought of as quote unquote "normal", and therefore can be perceived as preferred and right. These can be along the lines of language, religion, behavior, values, rituals, and social customs.

Lisa Rodriguez:

Thank you for listening, and we hope you feel a little more connected and informed today.

Speaker 2:

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