# Equity Demystified: Demisexual, Disability & Disability Owned Business Enterprise

# Episode 12

# 00:00:01 **Lisa**

# 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.

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# 00:00:19 **Lisa**

# 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.

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# 00:00:33 **Lisa**

# 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.

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# 00:00:45 **Lisa**

# Today, I'm sharing three definitions with you. They are; demisexual, disability, and disability-owned business enterprise, or DOBE. Let's begin:

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# 00:00:57 **Lisa**

# Demisexual is someone who generally does not experience sexual attraction unless they have formed a strong emotional, but not necessarily romantic connection with someone.

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# 00:01:07 **Lisa**

# Disability: a person with a disability has a physical or mental impairment that substantially limits one or more major life activities. This includes people who have a record of such an impairment, even if they do not currently have a disability. It also includes individuals who do not have a disability but are regarded as having a disability.

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# 00:01:30 **Lisa**

# Disability-owned business enterprise or DOBE. This certification is granted to businesses that are at least 51% owned, operated, controlled, and managed by a person with a disability. DOBE is a company-level ownership, diversity certification used in the United States of America.

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# 00:01:51 **Lisa**

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

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# 00:01:55 **Christina**

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