Goal statement:
Develop knowledge, respect and validation of differing values, cultures and beliefs in students, faculty and staff

Description:

• Knowledge, skills and dispositions to be developed:
  o recognize one’s own biases, values and belief systems – and choosing appropriate language to communicate with others
  o understand that the world is diverse
  o develop multicultural competencies and interpersonal skills
    ▪ Multicultural competence is: attitudes, knowledge and skills necessary to work effectively and ethically across cultural and individual differences.

• Institutionalize Inclusive Excellence

• Broad definition of diversity – goes beyond race/ethnicity

• Requires initiatives in and outside of the classroom

Benefits/Anticipated Outcomes:

• Impacts students, faculty and staff in all areas of the university

• Better educational outcomes for all students (problem solving skills, creative thinking)

• Better social outcomes for all students (helping to reduce discrimination, giving students the skills to be successful in the workforce and be good citizens)

• Increased recruitment and retention of all faculty, staff and students – not just racial/ethnic minorities

• Improvements in ratings on climate surveys (QWL/JE survey, System climate survey)