An Ever-Evolving Concept with Many Dimensions

There are common ground values and principles that shape our understanding of Diversity both compositionally and intellectually. Diversity values the different experiences and various ideas that is the intellectual journey in higher education. It is both an intellectual commitment and social responsibility that builds on the synergy amongst individuals and communities, according to Dr. Johnella Butler. “It ...embraces the creative tensions inherent in the complexity of human life, experience, and culture. Engaged diversity incorporates sameness, difference, contradiction, similarity, conflict, and agreement, as well as assimilation and pluralism.”
Common Ground Principles and Values of Diversity

- **Association of American Colleges and Universities** defines *diversity* as an integral part of making excellence inclusive, and inclusive excellence is critical to the wellbeing of a democratic society. It is an active process that aids colleges and universities in achieving excellence through learning, teaching, student development, institutional functioning, and engagement in local and global communities.

- **Association of Public and Land-Grant Universities (APLU) and Association of American Universities (AAU)** defines diversity in terms of access and inclusion. Diversity is broadly defined to include all aspects of human difference, including but not limited to race, gender, age, sexual orientation, religion, disability, socioeconomic status, and veteran status...we also define diversity to mean achieving equal access and meaningful academic and intellectual inclusion in curriculum, research, service and holistic integration into the academic culture of higher education for underrepresented Black (African American), Latino (Hispanic), Native American, and Asian American students.
Why Diversity Matters?

- Tied to educational mission and learning goals of success at UD

- Diversity is an integral part of the *Path to Prominence* and *Delaware Will Shine* Strategic Plans

- UD has its own diversity statement that was approved by DEC and PDI in April 2012

- Encouraged by the Middle States Report to rethink the ways in which we represent, support, and demonstrate the value and practice of compositional diversity on campus.
The Diversity Paradigm
Transformational Change in Practice at UD

To move our collective efforts to the next level—to advance our educational model from incremental to transformational change, we need to shift the way we think about diversity… realizing and appreciating that diversity is a concept and practice.

- **The Benefits**: Diversity enhances the knowledge and educational experience for faculty, students, and staff by creating a learning environment that mirrors the real world students will live and work in;
- Engages cultural competency practices that are measureable through Common Ground initiatives and industry standards worldwide (e.g. People Skills);
- Excellent communication skills across disciplines, cultures, and industries;
- Creates an informed and active global and domestic citizenry;
- **UD’s Legacy**: Our scholars will become change agents—transforming lives, families, communities, as they improve the human condition;
- WE will become better teachers, scholars, and ambassadors for the transformative power of education.
How can the University Faculty Senate be part of the Diversity Network and help move the Diversity Agenda Forward?

- Reactivate/recharge your committee on Diversity and Affirmative Action—what was its purpose? Why were diversity and affirmative action linked in this way in the committee? What diversity goals did this committee champion? What diversity goals did it achieve? How were those goals implemented at the college or departmental levels engaging the senator representatives that are part of this senate?

- Once that is determined, perhaps the senate will give that committee latitude to engage discussions around educational practices and curricular initiatives linked to and related to diversity, equity, and inclusion?

- How does the University Faculty Senate imagining working with the Vice Provost for Diversity to link diversity initiatives with UD’s core educational values?
Sources

- Institutional Research and Effectiveness (UD), [www.udel.edu/IR/diversity](http://www.udel.edu/IR/diversity).
- Center for the Study of Diversity (UD), [www.udel.edu/csd/](http://www.udel.edu/csd/).
- Path to Prominence, Resources (UD), [www.udel.edu/prominence](http://www.udel.edu/prominence).