



Diversity

What is it and Why it Matters

University Faculty Senate Presentation

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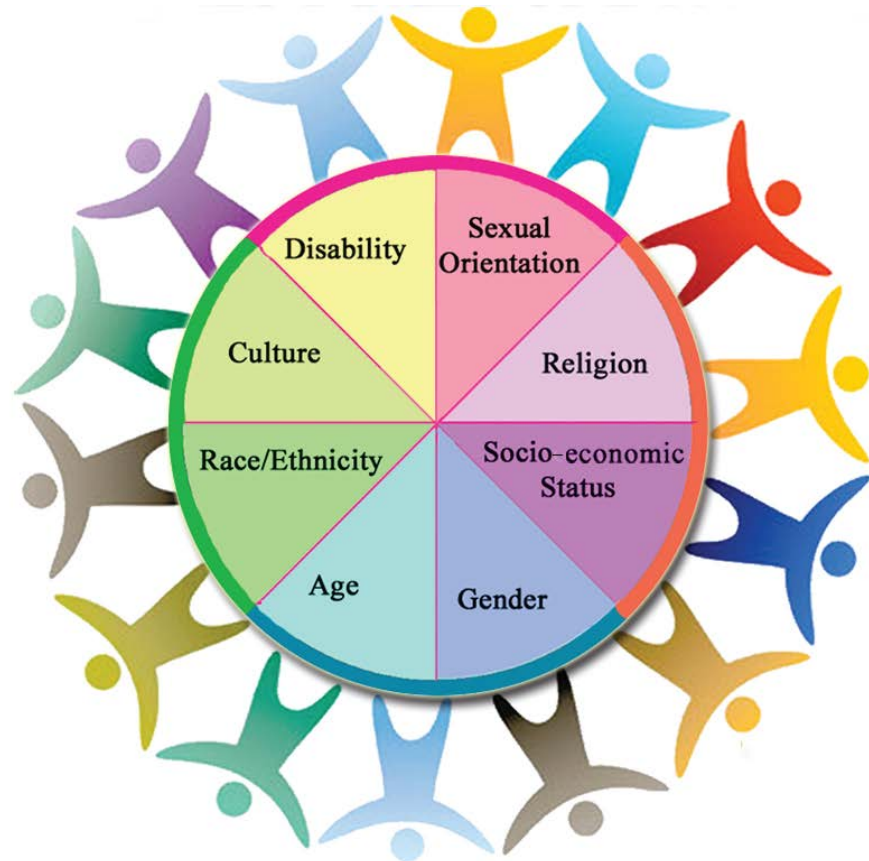
"Tell me I forget. Teach me and I remember. Involve me and I learn."

Benjamin Franklin



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 is both an intellectual commitment and social responsibility.





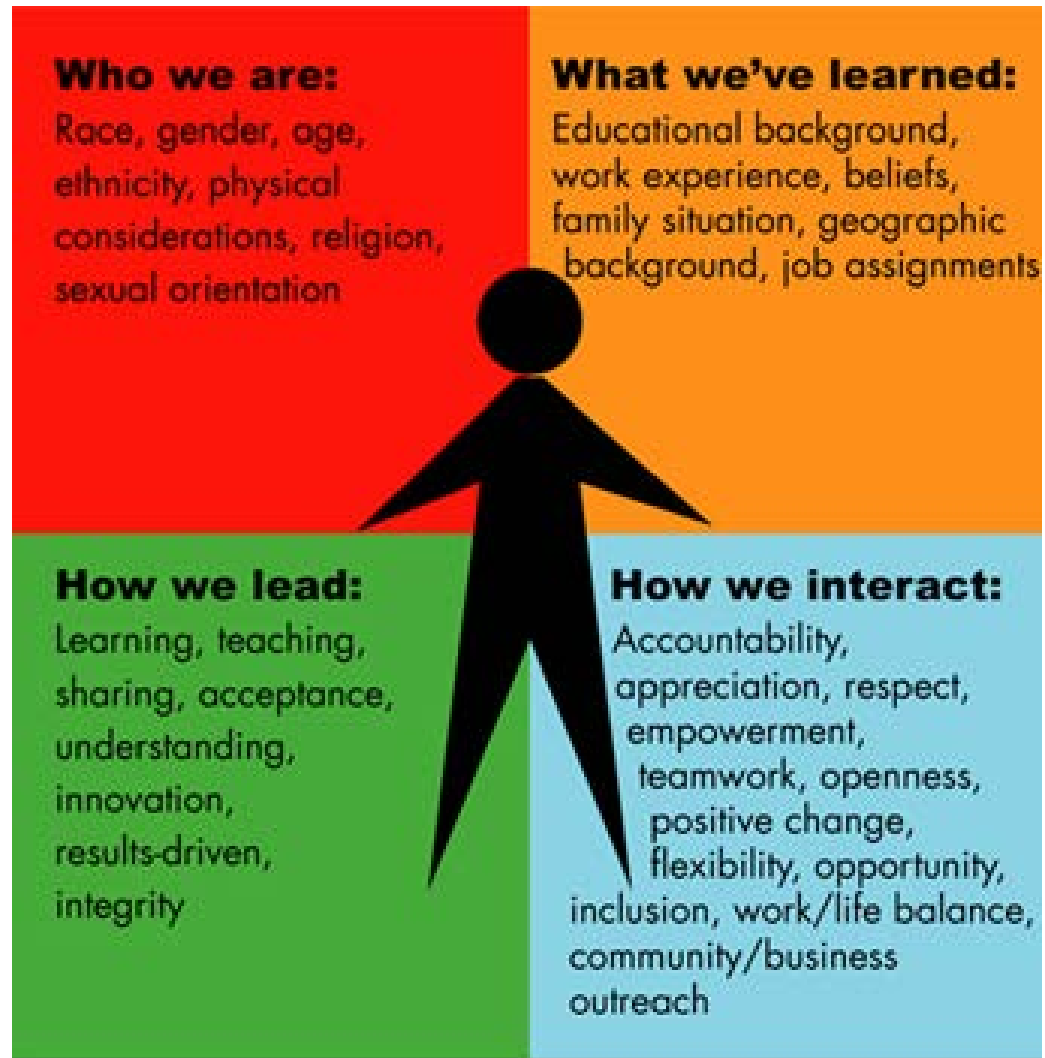
Common Ground Principles and Values of Diversity

- ***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.
- Diversity 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.*
- *We also define diversity in terms of 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; Communication Skills);
- 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 a part of the Diversity Network?

- Reactivate/recharge your committee on Diversity and Affirmative Action??
- How does the University Faculty Senate imagine working with the Vice Provost for Diversity?



Sources

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