

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:*
 - recognize one's own biases, values and belief systems – and choosing appropriate language to communicate with others
 - understand that the world is diverse
 - 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)