

## DIVERSITY DEFINITIONS:

### **Merriam-Webster Dictionary**

- 1:** the condition of having or being composed of differing elements : **VARIETY especially** : the inclusion of different types of people (such as people of different races or cultures) in a group or organization
- 2:** an instance of being composed of differing elements or qualities : an instance of being diverse

Source: <https://www.merriam-webster.com/dictionary/diversity>

### **The University of Arizona**

Inclusive excellence (IE) is the engine that drives the value and practice of diversity and inclusiveness at the University of Arizona. At the center of IE is the recognition and acceptance of the talents, worldviews, perceptions, cultures and skills that diverse communities bring to the educational enterprise that can be harnessed to prepare students for leading, living and working in a diverse world. Native American, LGBTQ, Asian American, White, Latino, African American, women, veterans, people with disabilities, Jewish, Christian, International, Muslim, fraternities and sororities, athletes, alumni and many other communities of students, staff and faculty contribute positively to all dimensions of the university. Every individual and group at UA is a critical component of and contributor to diversity and inclusiveness. Making a difference in diversity at the University of Arizona is the essence of inclusive excellence.

Source: <https://diversity.arizona.edu/vision-our-campus>

### **Arizona State University**

#### Diversity Philosophy

Arizona State University is deeply committed to positioning itself as one of the great new universities by seeking to build excellence, enhance access and have an impact on our community, state, nation and the world.

To do that requires our faculty and staff to reflect the intellectual, ethnic and cultural diversity of our nation and world so that our students learn from the broadest perspectives, and we engage in the advancement of knowledge with the most inclusive understanding possible of the issues we are addressing through our scholarly activities.

As one part of this commitment, we have developed a strategic plan for diversity at ASU. Developed in consultation with a wide variety of constituencies within the university and the deans, this plan, called "Building blocks for success through people, programming and policies," contains a statement that serves as an ongoing touchstone of our commitment, and several specific initiatives that will change and evolve over time, depending on the challenges and opportunities we have before us.

Diversity is defined in terms of representation and inclusion. Representation reflects the extent to which our students, staff, faculty and administrators proportionately reflect the regional and national populations served by our public institution. Inclusion encompasses empowerment and voice among all members of the university community in the areas of scholarship, teaching, learning and governance.

We recognize that race and gender historically have been markers of diversity in institutions of higher education; we further believe that diversity includes additional categories such as socioeconomic background, religion, sexual orientation, gender identity, age, disability, veteran status, nationality and intellectual perspective.

Source: <https://inclusion.asu.edu/diversity>

### **Institute for Democratic Renewal and Project Change Anti-Racism Initiative**

The wide range of national, ethnic, racial and other backgrounds of U.S. residents and immigrants as social groupings, co-existing in American culture. The term is often used to include aspects of race, ethnicity, gender, sexual orientation, class and much more.

Source: A Community Builder's Tool Kit at <https://www.racialequitytools.org/resourcefiles/idr.pdf>

### **American Chamber of Commerce**

Diversity and inclusion is an issue which has evolved significantly in the past few years, from an emphasis on racial diversity to an emphasis on diversity of ideas and experiences. Most major companies have diversity and inclusion programs, although these often vary in scope and can focus on different things. Some examples of diversity and inclusion initiatives which are fairly representative of the field include:

- Targeting new hiring to reflect the customer demographics (especially in international markets, this could include age, origin, ethnicity, gender, or sexual orientation)
- Promoting company resource groups based on age, origin, ethnicity, gender, or sexual orientation
- Encouraging employees to put forth their ideas for new products to be considered by upper management

Why does business engage this issue?

Desire to remain competitive. As companies become increasingly global, they are highly sensitive to the fact that diversity of thought and experience can help them to produce goods and services relevant for new demographics. Diversity and inclusion programs are also the outcome of stakeholder demand for non-homogenous workforces; companies are increasingly interested in ensuring that their workforce reflects their customer base. Diversity and inclusion programs can provide valuable resources to recruit and retain a strong employee base that will generate novel ideas.

Source: <https://www.uschamberfoundation.org/issue/diversity-and-inclusion>

### **Ford Foundation**

Our Values

Diversity, equity, and inclusion mean many things to many people. To us...

Diversity is the representation of all our varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.), collectively and as individuals. We seek to proactively engage, understand, and draw on a variety of perspectives. We believe that the solution to the

problems we hope to address through our grant making can be found by affirming our similarities, as well as by finding value in our differences.

Equity seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. We believe this is only possible in an environment built on respect and dignity.

Inclusion builds a culture of belonging by actively inviting the contribution and participation of all people. We believe every person's voice adds value, and we strive to create balance in the face of power differences. We believe that no one person can or should be called upon to represent an entire community.

Source: <https://www.fordfoundation.org/about/people/diversity-equity-and-inclusion/>