Subject: Definition of Diversity

Diversity and Pluralism (2006)

The peoples served by and associated with the University vary widely; all must be valued for the richness their different cultures, heritages, perspectives, and ideas bring to the community. The University is in part, a conduit through which individual perspectives and global interrelationships are enhanced by a learning and teaching environment that is aware of and sensitive to the diversity of its constituents. Diversity in the University is constituted by the full participation of persons of different racial and ethnic heritage, age, gender, socio-economic background, religion, and sexual orientation; of persons with disabilities; and of people from other countries. Of special and particular importance is the University's longstanding commitment to the education of American Indian students and the cultures and traditions of the American Indian people. In addition, the University's commitment to diversity extends to historically underrepresented populations such as African Americans, Latino Americans, and Asian Americans. Furthermore, the University embraces our international student population as they enhance the culturally rich learning environment of campus. The University is committed to providing learning and teaching experiences which enhance all students’ self-determination, educational advantages, and professional opportunities. Policies and procedures of the University oblige its students, faculty, staff, and alumni to foster the awareness and sensitivity necessary for acceptance and understanding of all people in society. The University of North Dakota strongly disapproves and does not tolerate acts of racism, sexism, bigotry, harassment, and violence in any form and actively uses its human and other resources to provide opportunities for its constituents and public to learn and appreciate the values of a diverse and multicultural world.

The University of Minnesota simply defines diversity as:
We define “diversity” in the broadest sense of the word. Our university community is strengthened by our students representing different races, religions, ethnicities, economic backgrounds, geographic origins, genders, sexualities, and beliefs.

Sandra Mitchell proposed the following (or some version of this) to guide DAC’s work:

Diversity and Inclusion

The University of North Dakota is committed to meeting the individual and group needs of a diverse society through education, research, and service. The peoples served by and associated with the University vary widely; our university community is strengthened by different cultures, heritages, perspectives, and ideas every individual brings to the community. The University is in part, a conduit through which individual perspectives and global interrelationships are enhanced by a learning and teaching environment that is aware of, sensitive and responsive to the diversity of its constituents. Valuing inclusion means providing all who live, learn and work at the university the opportunity to actively participate in a vibrant, intellectual community that offers a broad range of ideas and perspectives. The University of North Dakota is committed to providing an exceptional diverse living, learning and working environment which fosters greater understanding, respect, and engagement with those who represent the full range of human differences including but not limited to age, social class, ethnicity, culture, religion, gender, sexual orientation, identity, affiliation, abilities, and all forms of human diversity, seen and unseen.
The University is committed to providing learning and teaching experiences which enhance all students' self-determination, educational advantages, and professional opportunities. Policies and procedures of the University oblige its students, faculty, staff, and alumni to foster the awareness and sensitivity necessary for acceptance and understanding of all people in society. The University of North Dakota strongly disapproves and does not tolerate acts of racism, sexism, bigotry, harassment, and violence in any form and actively uses its human and other resources to provide opportunities for its constituents and public to learn and appreciate the values of a diverse and multicultural world.