

**University Committee on Inclusiveness and Campus Climate
Annual Report 2016-2017**

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UCCIC Committee Membership 2016-2017

Chair:

Elizabeth Knapp, Associate Provost

Ex officio members:

Sarah Blythe, Core Faculty, Women's, Gender, and Sexuality Studies, 2015-2018

Elizabeth Knapp, Associate Provost

Tamara Futrell, Associate Dean of Students

Janine Hathorn, Head of the Department of Physical Education, Athletics and Recreation

Mary Main, Executive Director, Human Resources

Amy Richwine, Associate Director, International Education

Paul Rollins, Associate Dean for Law Administration and Student Affairs

Leonard Satterwhite, Associate Dean of Admissions

Faculty members:

Mohamed Kamara, Associate Professor of French - 2014-2017

Sandra Reiter, Associate Professor of Business Administration - 2014-2017

Michelle (Mikki) Brock - 2015-2018

Jenefer Davies – Associate Professor of Dance/Theater – 2016-2017

Staff Members:

David Merchan, Engineer, University Facilities - 2014-2017

Mark Craney, General Services Lead, Marketplace, Dining Services - 2015-2018

Larry Hinojosa, Sergeant, Shift Supervisor – 2016-2019

Students:

Bailey Brilley '18U-2016-2017

Rennie Laryea '17L - 2016-2017

Elizabeth Mugo '19U - 2016-2017

Emily Perszyk '18U-2016-2017

Committee Charge

The University Committee on Inclusiveness and Campus Climate (UCICC) reports to the President and is charged to provide guidance to the President and other members of the university as we build a supportive, inclusive and diverse community and create a climate open and welcoming to persons from diverse backgrounds. The committee represents the views of students, staff, administration, and faculty. It will help the University fulfill its institutional values that stress the importance of the individual and respect for others.

Reporting directly to the President, the committee's specific charge is to:

1. Produce an annual report on our campus climate, especially with respect to inclusiveness and diversity, that charts the University's progress on key longitudinal measures.
2. Advise the president on matters related to inclusiveness and campus climate.
3. Address from time to time particular issues of concern, such as gender or racial relations across campus, through focused study and analysis, and make recommendations to the President for further action by appropriate University officials, committees or administrative bodies.
4. Provide an institutional platform to address issues of inclusiveness and diversity, in response to concerns within the campus community.

Executive Overview

The University Committee on Inclusiveness and Campus Climate (UCICC) was created by President Ruscio in November of 2008. Since then the committee has met throughout each academic year and discussed a variety of issues. This year the committee focused on evaluating the current University Statement of Commitment to Diversity (adopted in 2002) and ultimately deciding to create a new statement. The report will outline those steps in more detail. The annual report also includes other committee activities, longitudinal measures of diversity at Washington and Lee and recommendations to President Dudley during the period covered by this report.

Overview of the Committee's Work in 2016-2017

September 23, 2016 – Discussion of the diversity statement

At our first UCICC meeting of the year, we discussed the current version of the Statement of Commitment to Diversity. This statement was created by a committee formed in 2000 in response to a particular event on campus. Our committee openly discussed how this statement resonates today. The group expressed that the statement seems “defensive”, that it sounds “backward looking” and regressive, and that it creates a “profound sense of otherness”. The current statement is:

Statement of Commitment to Diversity

With a rich heritage from the past and a history spanning more than two centuries, Washington and Lee University has a profound sense of tradition, but it likewise has a firm commitment to the ideal embodied in its motto, *non incautus futuri*, and therefore remains responsive to changes and innovations that contribute to the realizations of its aim. As we enter the 21st century, the members of our community need to live with and understand different cultural backgrounds in preparation for a changing world.

To that end, Washington and Lee University commits itself to the recruitment and retention of a broad, inclusive student body, faculty and administration who represent a wide range of interests, abilities and cultures - a diverse array of talent. The University will strengthen a curriculum that increases knowledge, awareness and understanding of diversity and inclusiveness, and will create a climate that builds on our core values to welcome and nurture all members of the Washington and Lee community. Just as a vibrant liberal arts education in the classroom challenges attitudes, beliefs and accepted ways of thinking, the interaction outside the classroom of individuals with different perspectives strengthens our educational enterprise.

- *Adopted by the Committee for a More Inclusive Community, May 2001*
- *Endorsed by the Faculty Committee on Inclusiveness, March 2002*
- *Approved by the Board of Trustees, May 18, 2002*

Our discussions led us to decide to start over with developing a new statement instead of trying to edit the current one. The committee wanted something more reflective our community today, that is forward looking, active and aspirational.

We chose a representative subgroup of the committee to continue the work in the fall and to return to the committee with proposed new draft language.

Oct – Dec, 2016 - Subcommittee work on diversity statement

The subcommittee was formed from current UCICC membership and included:

Bailey Brilley '18

Jennifer Davies, Associate Professor of Art

Tamara Futrell, Associate Dean of Students

Mohamed Kamara, Associate Professor of French

Elizabeth Knapp, Associate Provost

Rennie Laryea '17L

Mary Main, Executive Director, Human Resources

The group meet several times in person in October and November, 2016. We gathered the current statements of over 25 top liberal arts colleges, and discussed the tone, language and approach of each. We each crafted our own brief statements and worked to combine them into a draft then shared with the larger committee for discussion.

December 2, 2016 – Discussion of MLK and Lee Jackson Day

The committee discussed the many activities planned for the MLK week celebration on campus. We also discussed the planned CARE parade scheduled for Saturday the 14th of January. As these events are in proximity to the Lee-Jackson events of the same weekend, we discussed what we might anticipate as a campus community. We also discussed and edited the statement from UCICC that goes out to students each January prior to the weekend.

December 14, 2016 - Engaging Diverse Backgrounds in the Classroom

UCCIC and Student Affairs cosponsored a 2-hour diversity training workshop held during the Winter Academy sessions. The session was full and was well received by the faculty and staff who attended. Many asked for additional trainings of this type to be offered in the future.

January 10, 2017 - Public Statement to W&L students about Lee-Jackson Day events:

After discussion as a committee and consultation with the President's Cabinet, UCICC sent the following to our students prior to the events in downtown Lexington.

Dear W&L Students,

As many of you may know, Lee-Jackson Day is an annual state holiday in Virginia and this year falls on Friday, Jan. 13. Lexington is the site of several commemorative events, including a parade along Main Street at 3PM on Sunday. Many of the participants will wear Civil War regalia and will carry various flags and symbols. The University does not have any connection with these events, but

there will likely be displays along North Jefferson Street in front of the Memorial Gate as well as elsewhere in the city on Friday, Saturday and Sunday.

We know that some students have had questions and concerns about these events in past years, especially when they had not been aware of the holiday or these local observances. If you have any questions, please email the UCICC at ucicc@wlu.edu.

Elizabeth Knapp, Associate Provost and co-chair of UCICC

Mary Main, Executive Director of Human Resources and co-chair of UCICC

January 31, 2017 - Meeting with President Dudley

The committee met with new President Will Dudley to introduce him to the members of our group and our ongoing work. We discussed ongoing issues of diversity and inclusion and the role of UCICC on campus.

Feb-March, 2017 – Refining the diversity statement draft

The subcommittee shared the working draft of the diversity statement with the broader UCICC group and sought feedback from the committee and several additional members of the community.

April 5, 2017 - Finalizing statement to put forward

After several drafts of the statement were circulated and edited, the committee met to finalize and approve the following statement (a recommendation to the President will follow at the end of the report):

Recognizing that diverse perspectives enhance the educational experience for all, we foster a welcoming and inclusive community of mutual respect and understanding. We are committed to recruitment, enrichment, and retention of faculty, staff and students who celebrate myriad experiences, cultures, points of view, interests, and expressions of identity. As engaged citizens in a global society, we seek opportunities to build community and empower our individual abilities through open, substantive dialogue.

Demographic Data

Each year UCICC reports the demographic data (including gender and race / ethnicity) for the faculty, staff and student population. Where noted the data are excerpted from the 2016-2017 *Fact Book*:

<https://sharepoint.wlu.edu/dept/ie/Fact%20Books/Fact%20Book%202016%20-%202017.pdf>

Faculty by Gender and Race/Ethnicity (Fall 2010 – Fall 2016)

from the Fact Book:

The table below shows the numbers and percentages of faculty and the demographic breakdown of those faculty within divisions, at rank, race/ethnicity and gender for the period of 2010-2016.

Characteristic	2010		2011		2012		2013		2014		2015		2016	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ACADEMIC DIVISIONS *														
The College	163	66.8%	163	67.9%	166	68.0%	170	67.2%	173	67.6%	172	69.1%	168	68.9%
Williams School	48	19.7%	47	19.6%	45	18.4%	48	19.0%	51	19.9%	48	19.3%	49	20.1%
Law	33	13.5%	30	12.5%	33	13.5%	35	13.8%	32	12.5%	29	11.6%	27	11.1%
Total	244		240		244		253		256		249		244	
HEADCOUNT & TENURE STATUS *														
Tenured	144	59.0%	145	60.4%	154	63.1%	156	61.7%	158	61.7%	154	61.8%	160	65.6%
Tenure-track	55	22.5%	51	21.3%	46	18.9%	46	18.2%	49	19.1%	51	20.5%	46	18.9%
Non Tenure-track	45	18.4%	44	18.3%	44	18.0%	51	20.2%	49	19.1%	44	17.7%	38	15.6%
Total	244		240		244		253		256		249		244	
RACE/ETHNICITY *														
American Indian/ Alaskan Native	1	0.4%	2	0.8%	2	0.8%	1	0.4%	1	0.4%	1	0.4%	1	0.4%
Asian	9	3.7%	11	4.6%	11	4.5%	15	5.9%	15	5.9%	16	6.4%	12	4.9%
Black/ African American	6	2.5%	5	2.1%	5	2.0%	6	2.4%	6	2.3%	7	2.8%	7	2.9%
Hispanic	5	2.0%	6	2.5%	6	2.5%	6	2.4%	5	2.0%	5	2.0%	5	2.0%
Multi/Other	3	1.2%	1	0.4%	2	0.8%	-	0.0%	1	0.4%	1	0.4%	2	0.8%
Nonresident Alien (NRA)	5	2.0%	4	1.7%	5	2.0%	4	1.6%	3	1.2%	2	0.8%	-	0.0%
White	215	88.1%	207	86.3%	211	86.5%	208	82.2%	209	81.6%	204	81.9%	217	88.9%
Unknown	-	-	4	1.7%	2	0.8%	13	5.1%	16	6.3%	13	5.2%	-	0.0%
<i>Subtotal Minority and NRA</i>	<i>29</i>	<i>11.9%</i>	<i>29</i>	<i>12.1%</i>	<i>31</i>	<i>12.7%</i>	<i>32</i>	<i>12.6%</i>	<i>31</i>	<i>12.1%</i>	<i>32</i>	<i>12.9%</i>	<i>27</i>	<i>11.1%</i>
Total	244		240		244		253		256		249		244	
SEX *														
Male	154	63.1%	149	62.1%	154	63.1%	159	62.8%	161	62.9%	154	61.8%	153	62.7%
Female	90	36.9%	91	37.9%	90	36.9%	94	37.2%	95	37.1%	95	38.2%	91	37.3%
Total	244		240		244		253		256		249		244	
RANK *														
Professor	100	41.0%	95	39.6%	105	43.0%	108	42.7%	104	40.6%	103	41.4%	112	45.9%
Associate Professor	63	25.8%	66	27.5%	66	27.0%	64	25.3%	67	26.2%	64	25.7%	61	25.0%
Assistant Professor	71	29.1%	68	28.3%	61	25.0%	73	28.9%	75	29.3%	72	28.9%	63	25.8%
Instructor/No Rank	10	4.1%	11	4.6%	12	4.9%	8	3.2%	10	3.9%	10	4.0%	8	3.3%
Total	244		240		244		253		256		249		244	
FULL-TIME FACULTY BY RANK AND SEX *														
Professor	76	76.0%	72	75.8%	81	77.1%	80	74.1%	77	74.0%	73	70.9%	82	73.2%
	24	24.0%	23	24.2%	24	22.9%	28	25.9%	27	26.0%	30	29.1%	30	26.8%
Associate	38	60.3%	37	56.1%	37	56.1%	38	59.4%	37	55.2%	35	54.7%	31	50.8%
	25	39.7%	29	43.9%	29	43.9%	26	40.6%	30	44.8%	29	45.3%	30	49.2%
Assistant	35	49.3%	36	52.9%	31	50.8%	36	49.3%	45	60.0%	44	61.1%	37	58.7%
	36	50.7%	32	47.1%	30	49.2%	37	50.7%	31	41.3%	28	38.9%	26	41.3%
Instructor	5	50.0%	4	36.4%	5	41.7%	5	62.5%	3	30.0%	2	20.0%	3	37.5%
	5	50.0%	7	63.6%	7	58.3%	3	37.5%	7	70.0%	8	80.0%	5	62.5%
Total Males	154	63.1%	149	62.1%	154	63.1%	159	62.8%	162	63.0%	154	61.8%	153	62.7%
Total Females	90	36.9%	91	37.9%	90	36.9%	94	37.2%	95	37.0%	95	38.2%	91	37.3%
Library & Physical Education	31		35		34		40		38		39		41	
GRAND TOTAL	275		275		278		293		294		288		285	
Faculty Counted in AAUP Salary Survey	188		190		190		195		204		201		199	

* Excludes Library and Physical Education faculty.

Note: In 2012-13 and prior years there may be slight variation between census data and IPEDS reports.

Source: Employee Census Files, Office of Institutional Effectiveness

Staff Gender by Job Category

from the Fact Book 2016-2017:

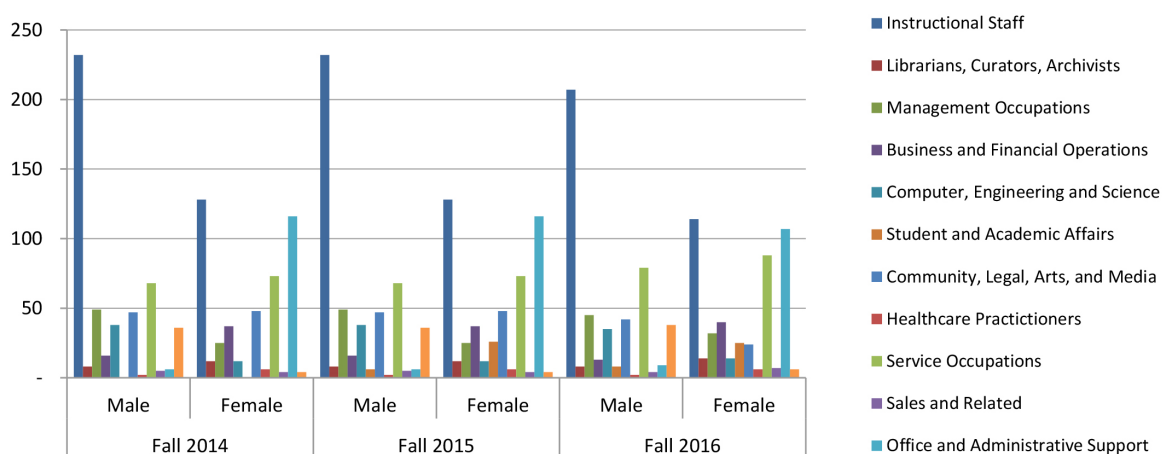
The table below presents data on the numbers by gender in non-faculty positions for the period of 2013-2016. The figure below represents those figures graphically for the period of 2014-2016.

Primary Function	Fall 2013			Fall 2014			Fall 2015			Fall 2016		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Instructional Staff	218	119	337	232	128	360	214	120	334	207	114	321
Librarians, Curators, Archivists	8	11	19	8	12	20	8	14	22	8	14	22
Management Occupations	68	40	108	49	25	74	50	27	77	45	32	77
Business and Financial Operations Occupations	13	34	47	16	37	53	15	39	54	13	40	53
Computer, Engineering and Science Occupations	36	11	47	38	12	50	36	12	48	35	14	49
Student and Academic Affairs	-	-	-	-	-	-	6	26	32	8	25	33
Community, Legal, Arts, and Media Occupations	44	45	89	47	48	95	43	23	66	42	24	66
Healthcare Practitioners and Technical Occupations	2	5	7	2	6	8	2	6	8	2	6	8
Service Occupations	62	67	129	68	73	141	72	93	165	79	88	167
Sales and Related Occupations	7	3	10	5	4	9	5	6	11	4	7	11
Office and Administrative Support Occupations	7	113	120	6	116	122	8	107	115	9	107	116
Natural Resources, Construction and Maintenance Operations	29	2	31	36	4	40	38	6	44	38	6	44
Grand Total	494	450	944	507	465	972	497	479	976	490	477	967

Source: Employee Census File; Human Resources IPEDS

Note: Based on federal reporting guidelines, W&L Library and PE faculty are not considered faculty/instructional staff.

Figure 1: Staff by Primary Function and Sex: Fall 2014 - Fall 2016



Staff Race/Ethnicity by Job Category (from the 2016-2017 Fact Book):
The table below represents the race/ethnicity by job category for staff from 2014-2016.

Primary Function	Fall 2014							Fall 2015							Fall 2016										
	African-American	American Indian	Asian American	Hispanic	Multiracial and Race Unknown	White	Non-Resident Alien	Total	African-American	American Indian	Asian American	Hispanic	Multiracial and Race Unknown	White	Non-Resident Alien	Total	African-American	Asian American	American Indian	Hawaiian/Pacific Islander	Hispanic	Multiracial and Race Unknown	White	Non-Resident Alien	Total
Instructional Staff	6	2	15	6	71	257	3	360	7	2	18	7	49	249	2	334	7	13	2	-	8	27	264	-	321
Librarians, Curators, Archivists	-	-	-	-	1	19	-	20	-	-	-	-	1	21	-	22	-	-	-	-	-	1	21	-	22
Management Occupations	3	-	-	-	-	71	-	74	4	-	-	-	1	72	-	77	4	-	-	-	-	1	72	-	77
Business and Financial Operations	3	-	-	-	1	49	-	53	2	-	-	-	1	51	-	54	2	-	-	1	-	1	50	-	54
Computer, Engineering and Science	-	-	1	-	-	49	-	50	-	-	1	-	1	46	-	48	-	1	-	-	1	-	47	-	49
Student and Academic Affairs	-	-	-	-	-	-	-	-	3	-	1	-	-	28	-	32	4	2	-	-	-	-	27	-	33
Community, Legal, Arts, and Media	4	-	2	1	2	86	-	95	1	-	2	1	3	59	-	66	2	2	-	-	1	-	61	-	66
Healthcare Practitioners	-	-	-	-	-	8	-	8	-	-	-	-	-	8	-	8	1	-	-	-	-	-	7	-	8
Service Occupations	16	1	-	1	6	117	-	141	21	1	1	2	10	130	-	165	22	1	1	-	2	3	138	-	167
Sales and Related	-	-	-	-	-	9	-	9	-	-	-	-	-	11	-	11	-	-	-	-	-	-	11	-	11
Office and Administrative Support	1	-	1	-	2	118	-	122	1	1	1	-	3	109	-	115	1	3	1	-	-	1	110	-	116
Natural Resources, Construction and Maintenance	-	-	-	1	1	38	-	40	-	-	-	1	1	42	-	44	-	-	-	-	1	1	41	-	43
Grand Total	33	3	19	9	84	821	3	972	39	4	24	11	70	826	2	976	43	22	4	1	13	35	849	-	967

Source: Employee Census File; Office of Institutional Effectiveness

Note: Based on federal reporting guidelines, W&L Library and PE faculty are not counted as faculty/instructional staff.

Institutional Enrollment by Race/Ethnicity (Fall 2006-2015):

The table below provides information about the student population and its breakdown by self-reported racial and ethnic identifications. Additional information on the student body characteristics is found in the *Fact Book 2016-2017*:

Fall Term	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	3 Year Average	5-Yr Chg in 3-Yr Avg (#)	5-Yr Chg in 3-Yr Avg (%)
Total Headcount	2,157	2,192	2,159	2,159	2,173	2,196	2,302	2,277	2,264	2,172	2,160	2,199	23	1.0%
Total Men	1,124	1,146	1,128	1,105	1,119	1,125	1,189	1,155	1,155	1,124	1,127	1,135	19	1.7%
Total Women	1,033	1,046	1,031	1,054	1,054	1,071	1,113	1,122	1,109	1,048	1,033	1,063	4	0.3%
RACE/ETHNICITY														
African-American/Black	93	80	89	85	69	80	87	78	73	56	51	60	(18)	-30.0%
% of known races	4.6%	3.9%	4.4%	4.2%	3.4%	3.9%	4.0%	3.7%	3.4%	2.8%	2.5%			
Men	39	34	38	36	28	39	52	47	42	25	16	28	(7)	-24.1%
Women	54	46	51	49	41	41	35	31	31	31	35	32	(11)	-35.1%
American Indian/Alaskan Native	11	10	7	3	3	2	3	2	2	2	2	2	(1)	-
% of known races	0.5%	0.5%	0.3%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%			
Men	3	3	2	-	1	-	1	2	2	2	2	2	2	-
Women	8	7	5	3	2	2	2	-	-	-	-	-	(2)	-
Asian	87	96	90	68	66	61	69	75	68	68	66	67	2	3.5%
% of known races	4.3%	4.7%	4.4%	3.4%	3.2%	2.9%	3.2%	3.5%	3.2%	3.3%	3.2%			
Men	27	33	35	26	29	28	33	34	31	31	30	31	3	9.8%
Women	60	63	55	42	37	33	36	41	37	37	36	37	(1)	-1.8%
Native Hawaiian/Pacific Islander	-	-	-	-	2	-	-	-	1	-	-	-	(1)	-
% of known races	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	2	-	-	-	1	-	-	-	(1)	-
Hispanic	31	38	41	56	50	56	61	78	98	95	94	96	42	43.6%
% of known races	1.5%	1.8%	2.0%	2.8%	2.5%	2.7%	2.8%	3.7%	4.6%	4.7%	4.6%			
Men	14	18	19	24	19	17	25	33	41	41	47	43	23	53.5%
Women	17	20	22	32	31	39	36	45	57	54	47	53	19	35.4%
White	1,817	1,836	1,808	1,793	1,798	1,830	1,889	1,860	1,831	1,747	1,747	1,775	(32)	-1.8%
% of known races	89.1%	89.1%	88.8%	89.4%	88.4%	88.3%	87.7%	87.4%	86.2%	86.0%	86.0%			
Men	987	1,005	979	941	940	951	975	948	950	927	943	940	(4)	-0.4%
Women	830	831	829	852	858	879	914	912	881	820	804	835	(28)	-3.4%
Multiple Races	-	-	-	-	45	43	44	34	52	64	71	62	33	52.9%
% of known races	0.0%	0.0%	0.0%	0.0%	2.2%	2.1%	2.0%	1.6%	2.4%	3.1%	3.5%			
Men	-	-	-	-	26	24	17	11	17	24	26	22	6	25.4%
Women	-	-	-	-	19	19	27	23	35	40	45	40	27	68.3%
Subtotal: Known Races	2,039	2,060	2,035	2,005	2,033	2,072	2,153	2,127	2,125	2,032	2,031	2,063	26	1.3%
Men	1,070	1,093	1,073	1,027	1,043	1,059	1,103	1,075	1,083	1,050	1,064	1,066	23	2.1%
Women	969	967	962	978	990	1,013	1,050	1,052	1,042	982	967	997	3	0.3%
Nonresident Alien (NRA)	95	97	87	99	90	85	92	89	93	95	86	91	-	0.0%
% of Total	4.4%	4.4%	4.0%	4.6%	4.1%	3.9%	4.0%	3.9%	4.1%	4.4%	4.0%			
Men	44	40	39	46	48	43	49	49	47	51	41	46	1	1.4%
Women	51	57	48	53	42	42	43	40	46	44	45	45	(1)	-1.5%
Unknown Races	23	35	37	55	50	39	57	61	46	45	43	45	(3)	-7.5%
Unknown (%)	1.1%	1.7%	1.8%	2.7%	2.3%	1.8%	2.5%	2.7%	2.0%	2.1%	2.0%			
Men	10	13	16	32	28	23	37	31	25	23	22	23	(4)	-18.6%
Women	13	22	21	23	22	16	20	30	21	22	21	21	1	4.7%
Grand Total	2,157	2,192	2,159	2,159	2,173	2,196	2,302	2,277	2,264	2,172	2,160	2,199	23	1.0%
Total Known Minority (incl. NRAs)	317	321	314	311	323	327	356	356	386	380	370	379	58	15.4%
Known Minority %	14.9%	14.9%	14.8%	14.8%	15.2%	15.2%	15.9%	16.1%	17.4%	17.9%	17.5%			
Men	127	128	133	132	151	151	177	176	180	174	162	172	27	15.9%
Women	190	193	181	179	172	176	179	180	206	206	208	207	31	15.0%

Notes: If both enrollments of the comparative years are less than 15, no percentage change is calculated.
 Starting in 2010, the "Asian/Pacific Islander" category is separated into "Asian" and "Hawaiian/Pacific Islander" and students are able to select multiple races.
 Undergraduate international exchange students are omitted from headcounts prior to 2013.
 Source: Fall Enrollment Census, Office of Institutional Effectiveness

September 22, 2016

Admissions Data, 2016-2017 (as of May 31, 2017):

The table below represents the enrolled incoming students by category for the years (2014-2017 – as of May 31, 2017):

Student Trait	2017	2016	2015	2014
African Descent	15; (14 domestic)	18; (16 domestic)	19; (15 domestic)	18; (16 domestic)
American Minority	73	55	48	55
Jewish	16	18	22	31
Pell Grant Eligible	52	42	32	52
1st Generation College	33	40	35	31

2016-2017 Recommendation to President Dudley

After a yearlong project of reviewing, creating, editing and discussing a new diversity statement - in its meeting on April 5, 2017 the UCICC committee put forward the following diversity statement for consideration by the President and university community for adoption.

Recognizing that diverse perspectives enhance the educational experience for all, we foster a welcoming and inclusive community of mutual respect and understanding. We are committed to recruitment, enrichment, and retention of faculty, staff and students who celebrate myriad experiences, cultures, points of view, interests, and expressions of identity. As engaged citizens in a global society, we seek opportunities to build community and empower our individual abilities through open, substantive dialogue.