



LMU

D & I QUICK TIPS

USEFUL REFERENCES IN THE
PROMOTION OF DIVERSITY & INCLUSION
INCLUSIVE EXCELLENCE

**Greater
diversity does
not mean
lower quality.**

Challenge your
thinking.

Inclusive Excellence

DEFINITION

Inclusive Excellence, is institutional excellence which fully integrates values of diversity, equity and inclusion (DEI) into all aspects of its work and functioning, including:

- Mission, vision, and strategic planning
- Curriculum and co-curriculum
- Campus climate and community
- Infrastructure, policies, and processes

Our vision of inclusive excellence arises out of our mission and identity as a university. Further, we help fulfill our university mission through our commitment to DEI values.

WHY IS INCLUSIVE EXCELLENCE IMPORTANT?

Research indicates that inclusive excellence requires an active process, impacts campus climate and student outcomes, and has a positive effect on students when it is reflected in the classroom and curriculum. An inclusive campus climate helps to foster inclusive excellence.

LMU's Definition of Inclusive Excellence:
Visit resources.lmu.edu/officeofinterculturalaffairs

Helpful Principles to Fostering Inclusive Excellence

WELCOME

Be intentional about creating spaces where everyone feels welcome.

- Are you using [inclusive language](#) in your interactions and materials? (e.g., [gender-neutral](#), people first, culturally sensitive)
- Is the physical space that you create accessible to all?
- Do you promote representation that challenges the previously-held "default" norms (white, cisgender, thin, able-bodied, etc.)?

RESPECT

Practice cultural humility in your interactions.

- Do you take the time and care to ask about correct name spelling and pronunciation, appropriate pronouns, and other ways of addressing others?
- Are you open to [continual cultural learning](#) - by asking questions, admitting mistakes, and learning from constructive criticism?
- Do you regard each person as an expert in their own cultural experiences (without treating individuals as "token" representatives)?

ENGAGE

Make a conscious effort to include all voices and perspectives at the "table."

- Do you plan options that enable everyone to participate when considering high-cost materials and activities?
- How often do you ask "what about" questions (e.g., when you notice that there is a perspective that has yet to be considered in [curriculum](#) or decision-making)?
- What [efforts](#) do you make to show others that their diverse perspectives are valued and their contributions are encouraged?

Inclusive Excellence: Terms to Know

Diversity is about **who** is present in our community and includes:

- Individual differences (e.g., personality, learning styles, life experiences, etc.)
- Group/social differences (e.g., race, ethnicity, class, gender identity, sexual orientation, religious affiliations, etc.)

Inclusion is about **how** people are included and treated in our community, including:

- Being treated fairly and with respect
- Having equal access to opportunities and resources
- Being able to fully engage and contribute to the university

Equity and **Equity-mindedness** are about considering **what is needed** for everyone in our community to have the opportunity to be successful.

- Equity means that everyone gets similar treatment
- Equity means that everyone has a chance to attain similar outcomes.



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