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

Loyola Marymount University
Intercultural Affairs

RESOURCES.LMU.EDU/INTERCULTURALAFFAIRS | 310.338.7744