

## **UofL Operational Definition of Diversity**

Diversity embraces all human differences while building on the commonalities that bind us together. It serves to eliminate discrimination, marginalization, and exclusion based on race, ethnicity, gender, gender identity, sexual orientation, age, socioeconomic status, disability, religion, national origin or military status.

Diversity focuses on building community through:

- \* Composition of a diverse faculty, staff and student body
- \* Curricula and learning experiences that prepare students to live and work in a diverse and global society
- \* Campus life that allows
  - Students to develop leadership skills, civic responsibility and social skills while excelling academically
  - Faculty to teach, serve and conduct research that enhances knowledge and improves the quality of life
  - Staff to work in supportive workplace environments
- \* Climate of inclusiveness with principles of mutual respect, fairness and social justice that is conducive for everyone to develop to his/her fullest potential.

(Approved by the Commission on Diversity and Racial Equality, June 2007.)