Mission:
Provide its diverse students an education of mind and heart, equipping its graduates to honor God, follow Christ, and serve humanity.
Communicating

- Sharing meaning
  - Explicit
  - Implicit
- Verbal, nonverbal
- Formal, informal
- Varying contexts
- Diverse media
- Power dynamics
Difference = Social Identity*

- Group oriented
- Membership (perceived by others and/or self)
- Meaningful to self and/or others
- Identifiable (labeled)
- Learned
- Assigned

Why Difference Matters

- Population trends and projections
- Globalization
- Persistent inequities
- Potential for positive change
- Challenges to address
Challenges

• Denial
• False dichotomies
• Simplified categories
• Focus on “other”
• Difference = problem
Why Higher Ed Matters

• Primary source of constructing identities

• Site where we encounter differences

• Context for change
Challenges in Higher Ed

• “Diversity by the numbers” approach
• Silos
• Relegate diversity responsibilities to
  — particular individuals or groups
  — specialized units
  — certain disciplines/areas of study
• Polarize diversity and quality
• Perpetuate institutional –isms
• Emphasize tolerance instead of social justice
Inclusive Excellence*

• Comprehensive approach

• Based on research and theory

• Engages entire campus community

• Stresses student intellectual and social development

• Creates a welcoming community

* American Association of Colleges & Universities (AAC&U)
Inclusive Excellence

• Links quality to diversity and inclusion.

• Re-envision diversity and quality.

• Optimizes student and organizational learning.
"Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength. The second is this: 'Love your neighbor as yourself.' There is no commandment greater than these."

Mark 12:30-31
2011-2021 Vision & Strategic Plan
Cultivate an intellectually vital and inclusive campus culture.
Prepare Whitworth students to be global citizens.
GOAL 4: Demonstrate courageous leadership in an increasingly diverse world.
Promising Practices

- Visible and sustained commitment
- Explicit connection to mission
- Diversity as everyone’s responsibility
- Diversity and inclusion strategic planning
- Professional development initiatives
- Multiple forms of assessment
- Varying systems of reward and accountability
- Validated recruitment techniques
- Comprehensive approaches to inclusive excellence
Next Steps – Institutional

• Develop and seek to enact vision
• Apply tenets of inclusive excellence
• Strive for sustainability
• Engage all stakeholder groups
• Communicate difference matters
• Other ideas?
Next Steps – Individual

• Strengthen your personal commitment

• Work within your spheres of influence

• Proactively apply what you have learned

• Other ideas?
Grounded in a biblical understanding of God’s character, the university will cultivate in students, faculty, staff and trustees the capacity to relate effectively across multiple dimensions of human diversity in learning, working and living environments.