



INCLUSIVE EXCELLENCE

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Preparing students

to live in an increasingly
interconnected and diverse world



University of Delaware DIVERSITY STATEMENT

As prepared by the Diversity and Equity Commission and The President's Diversity Initiative

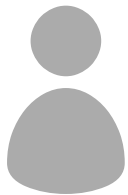
The University of Delaware's educational mission is to prepare students to live in an increasingly interconnected and diverse world. To do so, we are committed to fostering a robust educational environment that supports critical thinking, free inquiry, and an understanding of diverse views and values. We see diversity as a core value and guiding principle for our educational mission and thus must work to make diversity an integral part of everyday life on campus. To this end, we take diversity to mean both the recognition and appreciation of the different backgrounds, values, and ideas of those who comprise our campus, as well as a commitment to ensuring that all people on our campus are treated according to principles of fairness, civility, dignity, and equity. We are committed to building an educational community that understands people from different backgrounds and economic circumstances, with different needs, and from diverse personal and philosophical beliefs. We want to make all people who are part of the University feel welcome and valued in campus life.

Success grants

financial literacy

Program offers financial support, literacy programming.

[Read more >](#)



Division of Student Life
Student Life endeavors to inspire all UD students to become thriving individuals, able to enrich their communities and make meaningful contributions to society as engaged citizens, inclusive leaders and lifelong



Office of Equity & Inclusion
Providing leadership and support in creating an equitable, diverse and inclusive working and learning environment for all in our community. OEI is responsible for managing



Center for the Study of Diversity
The Center for the Study of Diversity promotes academic research and scholarship that facilitate dialogues about and understanding of the social and academic impact



Office of Disability Support Services
The University of Delaware is committed to providing access to its academic experience, employment opportunities, programs and activities for all individuals with disabilities.

learners. The division's programs and services help students build awareness of problems affecting their communities, and develop skills for understanding and engaging with individuals different from themselves.

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complaints of harassment and discrimination, affirmative action compliance, protection of minors on campus, and on-going education in all of these areas.

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of diversity. The Center brings a broadly interdisciplinary focus to its activities, projects, programs, and publications on research and analysis, training, public scholarship, community projects, and information dissemination.

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Through an interactive process that includes the individual with a disability and various campus stakeholders, the Office of Disability Support Services (DSS) facilitates appropriate and reasonable accommodations in order to eliminate or minimize accessibility barriers the individual may face. DSS also provides educational resources and consultation to the University community across a variety of topics related to accessibility and inclusion of people with disabilities within our community.

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Community Engagement



Engaged, dedicated, loyal and enthusiastic are some of the adjectives that describe the University of Delaware community. Among the University's greatest strengths is its long and vibrant tradition of public service. In a recent national survey, 75 percent of UD students indicated that they participated in community service by the time they were seniors.

[Read More >](#)

We Are Diversity

Our University is committed to embracing a diverse and inclusive campus that reflects our collective views, experiences, capabilities, cultures, aspirations, and ultimately our commitment to excellence.

Educational communities are enriched by the contributions and full participation of people from different backgrounds.

We strive to:

- Increase the racial and cultural diversity of its students, faculty and staff.
- Create a climate that encourages the University community to respect and appreciate individual and cultural differences.
- Promote equity for people of different backgrounds throughout all areas of University life.
- Develop organizational practices that include the participation and perspectives of these groups.
- Enhance the curriculum by including the contributions and perspectives of different races, cultures and gender

Mid-Term Report

Making Progress: Inclusive Excellence

CULTURE & CLIMATE

Engage the campus with activities and programs to foster an inclusive environment

- New Director of Student Diversity and Inclusion, Student Life
- September 2012 Public Forum on the Faculty Climate Survey (ADVANCE)
- May 2013 Diverse Learning Environment Campus Climate Survey with (NEI)
- Identifying a location for a multicultural resource center
- University of Delaware Partnership for Public Education
- Community Engagement Initiative
- Near peer Program serving new high school students

GRADUATE STUDENTS

Support underrepresented students in their pursuit of graduate degrees

- Bridge to Doctorate program
- NIH Next Generation PhD Implementation grant

UNDERGRADUATE STUDENTS

Expand efforts to recruit underrepresented students and assure their success at the University

- Improving pre-college preparation
- Attracting underrepresented minority students to UD
- Improving success and persistence to graduation

ACADEMIC PROGRAMMING

Evaluate diversity content in the curriculum

- First year student diversity module now in place
- Race/rigification of multicultural course requirement completed
- Title IX training for all members of the campus
- Talks, forums, workshops and classroom discussions on the principles of diversity and inclusion

FACULTY

Increase the number of faculty from underrepresented groups

- Inclusive Excellence Cluster Hire
- Inclusive Excellence Postdoctoral Fellow
- Affirmative Action Plan shared at the start of each job search

STAFF

Provide training on diversity topics

- Provided "Valuing Differences" workshop
- Search committee training required for all staff



[Mid-Term Report >](#)

2017 UNDERGRADUATE ENROLLMENT



2,777
U.S.

UNDERREPRESENTED MINORITY STUDENTS, 62% MORE THAN IN 2007

2,500
PELL GRANT RECIPIENTS



876
INTERNATIONAL STUDENTS, THE HIGHEST ON RECORD

11,584
NONRESIDENT STUDENTS, THE HIGHEST ON RECORD



6,560
DELAWARE STUDENTS

[Status Report >](#)

[See Unit Reports >](#)

Events Around Campus

[.video COLLECTION](#)

- Nov 1, 2018 8am - Nov 2, 2018
[Applications open: Student Diversity & Inclusion Board \(NEW!\)](#)



The Division of Student Life has formally developed two Student Life Advisory Boards to ensure continuous and open communication between UD students and Student Life leaders....

Location: [online](#)

- Nov 2, 2018 10am - Nov 15, 2018 [OEI Workshop: Wrestling with the P-Word](#)



Why can't you just pull yourself up by your bootstraps? Does a level playing field exist? Why can't we all just get along? That was then, this is now. This workshop will...

Location: [413 Academy Street](#)

- Nov 5, 2018 10am [OEI Workshop: Unintentional Bias- The Context of Discrimination](#)



This workshop analyzes the subtle ways that racial, ethnic, gender and sex biases inhibit a positive and inclusive campus environment. The training provides participants with...

Location: [Sharp Lab](#)


- Nov 8, 2018 12:30pm [CSD Brown Bag: "BRIDGE Psychology: The Department of Psychological & Brain Sciences' efforts to develop, recruit, and support under-represented scholars at UD and in the field at large"](#)





Each semester, the Center for the Study of Diversity hosts brown bag sessions. These informal presentations allow for sharing of recent and ongoing research related to...

Location: [Pearson Hall](#)

EMPLOYEES 	STUDENTS 	RESOURCES 	CONNECT 
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