

RESPECT UCF

Engaging, Exploring and Advancing an Inclusive Culture

The University of Central Florida is strongest as a higher education institution, employer and community leader when we bring diverse thought and experience to our decision-making, teaching, research, and interactions among community members. Respect for and the inclusion of diverse voices

- drive innovative thought and action;
- maximize the talent and contributions of faculty, staff, and students;
- improve recruitment and retention; and
- build a campus that is representative of our constituents and Central Florida partners.

Recognizing that each of us is an intersection of many aspects of diversity emphasizes the complexity of our experiences and the need to develop a culture that appreciates difference and sees diversity as a strength in our role as educational leaders.

Diversity encompasses those human characteristics that make us unique, as well as the many universal qualities that make us the same.

Dimensions of diversity, some more dominant and sustaining than others, can include sex, race, age, national origin, ethnicity, gender identity and expression, intellectual and physical ability, sexuality, income, faith and non-faith perspectives, socio-economic class, political ideology, education, geographic location, primary language, family status, military experience, organization role and level, work style, work experience, cognitive style, and communication style.

Inclusion is the active creation and maintenance of culture, policy, and educational and business practices that celebrate diversity and recognize its value to our mission to excel as educators, students, employers, and community partners. Through inclusive efforts, we seek to ensure that all people, regardless of their experiences and circumstances, can achieve their potential. Inclusion also requires diverse representation at all levels of the organization.

Cultural competency is the ability to function effectively in the presence of diversity.

These definitions provide a common language for our efforts. They also help us consider our own diversity and the impact that we have as individuals and as members of various groups on those we encounter on a daily basis.

At UCF we hold each other accountable for contributing to an inclusive culture.



UNIVERSITY OF CENTRAL FLORIDA

OFFICE OF DIVERSITY AND INCLUSION

<http://www.diversity.ucf.edu>