

## **Valuing Diversity and Inclusion at Wake Forest University**

Wake Forest believes in providing a diverse learning community to develop the whole person – intellectually, morally, spiritually and physically. Our motto, Pro Humanitate, and our mission for academic excellence guide the university’s intellectual and co-curricular pursuits. It also reflects the university’s emphasis on the importance of values, ideals, and community service. The heightened awareness and acceptance of difference through diversity and inclusion initiatives underscores the university’s commitment to make sure we shape informed leaders ready to serve humanity.

Diversity and inclusion creates engagement. When diversity and inclusion are practiced, faculty, staff and students demonstrate engagement by promoting the university, supporting the mission and committing to do their best. Wake Forest maintains a diverse and inclusive environment to enable all participants to contribute their full potential in pursuit of University objectives and personal success. This involves celebrating various cultures, religions, ethnicities and protected social identities in our community; infusing inclusive excellence into our faculty initiatives; offering curricula that are reflective of a global society; and developing intercultural education programs that equip our students, faculty and staff with skills and knowledge to become global citizens.

We understand it is imperative to provide students an example of the world they will be called upon to lead. Our students must learn to respect others, appreciate and understand diversity and value differences as positive keys to the academic, socio-political and economic stability of this country and the world. The United States population comprises only five percent of the global population. To this end, affirming diversity, inclusion, equity, and intercultural education is an important measure to ensure the Wake Forest community remains strong and relevant in a time when demographics and global society are shifting dramatically. We want our students, faculty, and staff to possess the necessary attributes to influence individuals, groups, organizations, and systems that are unlike their own.

How we achieve diversity and inclusion at Wake Forest:

### **1. Leadership**

Wake Forest has a leadership infrastructure comprised of faculty, administrators, and staff that informs institutional policies and organizational structures around diversity and inclusion. Sustainability of any diversity and inclusion ethos occurs only when the most senior leaders, governance groups, advisory councils, academic administrators, and faculty are involved in the formulation and administration of the Diversity and Inclusion blueprint. We work collaboratively to create a campus culture that transforms the driving assumptions underlying our policies, the allocation of resources, and the synthesis of institutional practices to assure our increasingly diverse population receives equitable treatment.

### **2. Intercultural Education and Engagement**

We require cultural diversity courses as part of the curriculum to better equip students, faculty, and staff with the knowledge and critical thinking skills necessary to contribute to a global society. Our efforts to create a campus community that cultivates cultural intelligence and to build trust around our differences occurs through faculty and staff programming such as our signature GateKeepers Workshop Initiative that develops cross-cultural communication and conflict management skills, LGBTQ Safe Zone

Training, Academic Leaders' Professional Development Workshops, Intercultural Development Inventory (IDI) Workshops, Maximizing Inclusion Minimizing Apathy, among countless other initiatives.

### 3. Support Services

We believe in equity, not just equality. We understand that in order to develop a fully engaged constituency; individuals must receive equitable treatment instead of equal treatment. Establishing equality means treating everyone the same. Equity necessitates transforming our campus community to meet the needs, interests and cultural norms of our students, faculty, and staff. Wake Forest provides the resources and an environment to support and manage success across all groups, regardless of race/ethnicity, gender, age, sexual orientation, disability and religion.