DIVERSITY VISION STATEMENT
Indiana University South Bend

Indiana University South Bend, an urban, public, comprehensive university strives to nurture and sustain a teaching, learning and working environment that fosters respect for each individual and honors the differences among all people. These include, but are not limited to, race, ethnicity, gender, age, socio-economic class, national and regional origin, disability, sexual orientation and religion. As an intellectual community of scholars and learners we recognize and appreciate the common humanity that each individual shares. In so doing we commit to the following principles:

- We will respect and appreciate all manifestations of diversity.
- We will develop a sense of community that is inclusive of all people.
- We will honor and celebrate the contributions of all groups as we create, disseminate, preserve, and apply knowledge.
- We will foster intercultural and cross-cultural dialogue among all groups.
- We will pursue a genuine understanding of the unique differences our shared humanity.
- We will work affirmatively in the recruitment and retention of faculty, staff and students from disadvantaged and underrepresented groups and develop quantifiable measures of success.
- We will commit to social justice and equality.

Gladly acknowledging that we live in a pluralistic society that is multi-racial and international and multi-faceted in lifestyle, we have a genuine desire to ensure that groups feel empowered to exercise their individuality. These principles underscore our central mission of teaching and learning and are vital to our liberal arts mission. They also serve as the foundation for promoting the economic, social and cultural well-being of our region.

Adopted by the Ad-Hoc EMA Diversity Committee/December 13, 2007