

Working Shared Definitions

By

President's Advisory Council on Inclusive Excellence

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[\(1-30-20, Approved by President Erika Beck\)](#)

INCLUSIVE EXCELLENCE is defined as the recognition that an institution's success is dependent on how well it values, engages and practices equity, diversity, inclusion and collegiality among students, staff, faculty, administrators, alumni and the community.

Operationalizing inclusive excellence requires intentional, active, present and future engagement for integrating and sustaining a wide spectrum of diversity within the campus community through a welcoming and safe campus climate, where the cultivation of inclusiveness in every aspect of campus life is every member's responsibility. For someone to work towards becoming excellent at inclusion means many things, for example, advancing the demographic diversity of our institution, working to surface and address our biases, and acting with the intention of fostering inclusivity by ensuring that all voices, perspectives and opinions are being heard.

EQUITY is defined as being about fairness, access, opportunity and advancement for students, faculty and staff. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources.

Operationalizing the value of equity requires a building of an understanding of the historical root causes of outcome disparities within our society, cultivation of the habit of asking key questions in the decision-making process, acting with direct, explicit and intentional efforts to raise awareness about fairness and social justice, and fixing university policies and practices that create or worsen inequality, especially for historically underserved populations of students, faculty, and staff.

DIVERSITY is defined by the California State University's Executive Orders 1096 and 1097 as "committed to maintaining an inclusive community that fosters tolerance and mutual respect. We embrace and encourage our community differences in age, disability (physical and mental), gender (or sex), gender identity (including transgender), gender expression, genetic information, marital status, medical condition, nationality, race or

ethnicity (including color or ancestry), religion (or religious creed), sexual orientation, and veteran or military status, Native American and indigenous and other characteristics that make our community unique. All individuals have the right to participate fully in CSU programs and activities free from Discrimination, Harassment, and Retaliation. The CSU prohibits Harassment of any kind, including Sexual Harassment, as well as Sexual Misconduct, Dating and Domestic Violence, and Stalking. Such misconduct violates University policy and may also violate state or federal law.”¹

Keeping within the CSU definition of “diversity” we at CSU Channel Islands embrace individual differences (*e.g.*, personality, language, learning styles, body size, physical characteristics and life experiences) and social differences (*e.g.*, education status, degree obtained, job status or position within the university, socioeconomic status, citizenship and non-citizenship status, and any political affiliation). We commit to the ongoing work of ensuring that our collective experience is enriched because of our diversity.

Operationalizing the campus value of diversity requires an intentional and ongoing effort to make explicit and implicit biases visible and creating a culture that embraces diversity in all forms and at multiple levels:

- internally (personal responsibility within the individual dealing with explicit and implicit biases),
- interpersonally (relationships individuals have with each other),
- institutionally (within organizations created to structure society), and
- culturally (within the values, norms, belief systems, behavioral patterns, etc. of groups of people).

COLLEGIALITY is defined as individual accountability for behaviors that contribute to the academic mission of CSU Channel Islands, helping to build a positive reputation for the university, and strengthening the potential for all members of the campus community to consistently experience civil and professional working conditions.

Collegiality does not require congeniality, deference to popular opinion, or the performance of pleasantries. It does not imply value for being compliant or agreeable.

¹ Executive Orders 1096 and 1097 in “The CSU Commitment to Inclusive Excellence” by Chancellor Timothy P. White California State University, January 20, 2018. <https://www2.calstate.edu/impact-of-the-csu/diversity/inclusive-excellence/Documents/CSU%20Commitment%20to%20Inclusive%20Excellence%201-29-18.pdf>

To the contrary, collegiality is what makes productive dissent, argumentation, and collaboration across differences possible. It recognizes the essential need for dissent, diversity, and inclusion in the work that we do as faculty, staff, administrators, and students. Collegiality is generally understood to mean cooperative interaction and respect, which we define operationally through observable patterns of behavior.

Operationalizing collegial behaviors include but are not limited to:

- communicating in clear, constructive ways that recognize equal dignity and worth of all members of the campus community;
- honoring established campus and program missions, policies, and procedures, and working with others to make changes to these when necessary;
- engaging collaboratively and following through on all assigned and accepted professional functions;
- cultivating an atmosphere of trust and cooperation to help us navigate our differences;
- being flexible, accessible, and responsive in ways that promote rather than hinder achievement of institutional, divisional, and program goals; and
- surfacing conflict in productive ways that encourage healthy dissent while promoting transparency and inclusive opportunities to work toward resolution.