



THE UNIVERSITY OF ARIZONA

Office for Diversity & Inclusive Excellence

Dear Colleagues:

As a new faculty member, you will play a critical part in embedding diversity in our University's research, curriculum, pedagogy, mentoring, service, and leadership. Our collaborative efforts will require conscious and strategic attention to the diversity of students' needs, learning styles, challenges, and opportunities.

Universities and colleges across the country are developing innovative approaches to campus diversity and inclusiveness. New models for supporting student, staff, and faculty diversity are fueling the drive to improve the educational process for students. Inclusive Excellence is one such model that is at the center of the practice of diversity and inclusiveness at the UA.

The vision of transforming the University of Arizona into an Inclusive Excellence University is about the future. It is about becoming the preeminent I.E. university and the type of structures, resources, programs, and initiatives that will be required to achieve this goal. Realization of the vision will require leadership, engagement, innovation, resources, collaboration, coordination and commitment by faculty, staff, and students and the entire university community. In support of the vision, this is the working definition of I.E.

Inclusive Excellence is defined as the strategy for transforming the University of Arizona into an institution that conceptualizes diversity and excellence as one in the same, makes inclusiveness ubiquitous throughout the institution by embedding diversity and inclusiveness into all aspects of the UA, assigns responsibility for diversity and inclusiveness to everyone on campus, and utilizes a broad definition of diversity.

Inclusive Excellence treats diversity as an asset that presents opportunities to better prepare students to live and work in a diverse democracy. Our students, staff, and faculty represent diverse personal and social identities, and from those differences, our coworkers and students bring a myriad of perspectives, cultures, and skills that contribute to the practice of Inclusive Excellence. Our differences in experience and perspective yield benefits that improve the educational, research, and service mission of the university.

The Office for Diversity and Inclusive Excellence provides the framework for Inclusive Excellence that we are using at the University of Arizona to support our efforts to recruit and support students, staff and faculty from underrepresented backgrounds.

Our goal at the University of Arizona is to develop the structures and vision that will enable us to create the Inclusive Excellence University for the 21st century. We look forward to working with you on this endeavor.

We look forward to talking with you at New Faculty Orientation on August 15. Please [RSVP](#) online or contact Asya Roberts, asya@email.arizona.edu.

Sincerely,

Jesús Treviño, Ph.D.
Vice Provost for Inclusive Excellence and Senior Diversity Officer

Laura Hunter, Ph.D.
Associate Diversity Officer and Coordinator for Faculty Development