

## **Diversity Mission Statement**

(Approved by the Faculty and the President, November 2005)

Hofstra University strives to provide a community of individuals from many diverse backgrounds and with differing interests and goals, a community that reflects the diversity of the world outside Hofstra and one that promotes intellectual inquiry, dialogue, and other activities pivotal to a democratic society. The concept of diversity encompasses acceptance and respect. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating diversity.

The University believes that institutions of learning have a responsibility to provide and sustain multiple cultures, to encourage scholarship and knowledge production incorporating multiple perspectives and to demonstrate commitment to fair and equal access to higher education. A diverse campus is an environment that facilitates exchange among different perspectives and ways of being. Diversity creates an environment that fosters appreciation of the values, skills and abilities of everyone. We know that we do our best work when we embrace the diversity of ideas and experiences that characterize the social, cultural and intellectual world.

Diversity includes the recognition and incorporation of a multiplicity of voices and perspectives in thought and action, in policy and practice, in all spheres of the academic enterprise. It involves recognizing the value of “difference” and the inclusion of members of groups that experience discrimination or under representation. This includes a prohibition against discrimination based on race, color, religion, sex, sexual orientation, age, national or ethnic origin, physical or mental disability, marital or veteran status or any other characteristic or status protected by state or federal laws. At the same time, our commitment to, as well as outreach to, underrepresented groups require efforts that go beyond simply abiding by existing legal prohibitions.

### **Faculty Diversity**

A diverse faculty is pivotal to the success of any academic institution’s initiative to create a strong learning environment. At Hofstra “diverse faculty” include individuals of diverse genders, colors, ethnicities, sexual orientations, religious beliefs, ages, learning and physical abilities, socioeconomic status, and marital status. Diversity among faculty also extends to the regions and cultures taught, researched, and represented throughout the global community. We recognize that our mission of scholarship is driven by vigorous debate and the exchange of new ideas. As such, we strongly value the broad spectrum of perspectives arising from our diverse society and the world community.