



-  Draft of Vision for and Definition of Diversity

-  **Please take a moment to review and share feedback on the following drafts. Is this vision for and definition of diversity reflective of UAlbany? Any constructive feedback is appreciated.**

Vision for Diversity

UAlbany is an internationally renowned university that warmly and actively nurtures, and retains a highly-qualified learning community. The university welcomes students, faculty, and staff representing the full spectrum of racial, cultural, gender, sexual orientation, gender identity, gender expression, nationality, disability, veteran's status, age, and socioeconomic group memberships to join our vibrant and cohesive social and intellectual community. Our campus is a physically and psychologically safe space in which excellence, open-mindedness and a culture of respect, care, civility, honesty, trust, open-mindedness and fairness are valued for the sake of intellectual and social development. UAlbany is a place in which beauty and all of its manifestations is sought after, nurtured and encouraged. Through our various interconnected outreach efforts, we are a beacon of knowledge and hope to our surrounding community, our nation, and the world.

[To provide feedback, please click here](#)

Definition of Diversity

We advocate a twofold definition of diversity which includes both identity group memberships and "deep diversity," which is more holistic and goes beyond group membership. We will ensure that individuals regardless of *disability, age, sex, type of gender identity, gender expression, sexual orientation, socioeconomic status, veteran's status, religion, race, ethnicity, geographical origin, language of origin, education level, or organizational status identity group memberships* are able to contribute their best and reach their potential at UAlbany. We also strive to include community members embodying "deep diversity" including a variety of intellectual paradigms, schools of thought, research methodologies, personalities, learning and teaching styles.

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