



## HLC Accreditation Evidence Document

**Title: Division for Equity & Inclusion, Website**

**Office of Origin: Division for Equity and Inclusion**

**Description:** The few pages from the Division for Equity and Inclusion (DEI) website. The landing page, *diverse.unm.edu*, is first given, showing quick links to various services and information relevant to the DEI. Additional pages of this piece of evidence give other resources and documentation available on the site, including the DEI's Mission and Vision statements (pg. 4), and some background historical information on this university program (pg. 5).

Date: 2018



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## Achieving Inclusive Excellence



### THE DIVISION FOR EQUITY & INCLUSION

Diversity is Our Strength

Inclusive Excellence refers to the processes by which we leverage **diversity as our strength** to enhance our understanding and connections with diverse communities... [read more about The Vision & Mission of DEI](#).

## Home

### Welcome

Welcome to the Division for Equity and Inclusion (DEI) Website! This is an exciting year full of opportunity to engage our University community in efforts that will promote **Inclusive Excellence**.

Inclusive Excellence means that we are moving beyond “representational diversity” (which UNM has had for a long time) and integrating diversity and excellence by bringing together diverse worldviews, diverse research ideas and the ability to teach to multiple ways of learning and knowing.

In building Inclusive Excellence our students are better prepared to work and interact in a diverse world.

[...continue reading Welcome »](#)

## Campus Climate Events

At the University of New Mexico and in the Division for Equity and Inclusion, we strive to make our campus a place where our students are free to explore their passions and pursuits, and where discourse and debate are valued. In recent times the need to support our students, staff and faculty is even more critical.

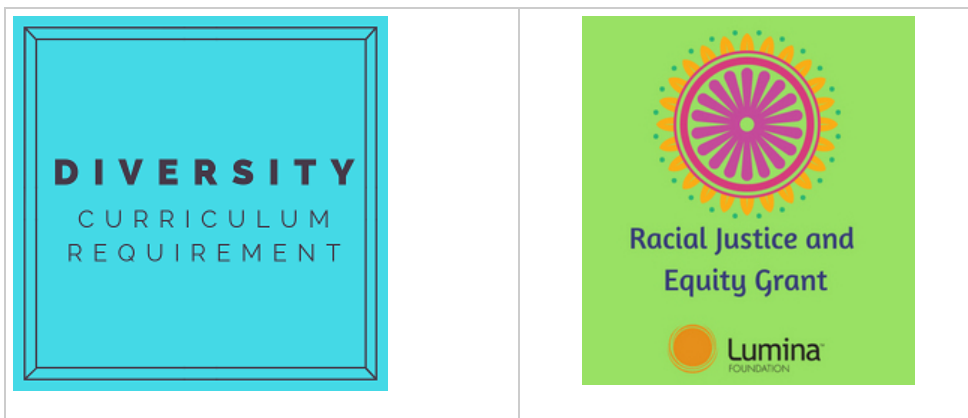
Our Division, through our departments including ENLACE, the LGBTQ Resource Center and the Men of Color Initiative, often team up with the Division for Student Affairs and other partners to host events and provide resources centered on fostering an inclusive campus climate.








Campus Climate is defined as “the current attitudes, behaviors and standards of faculty, staff, administrators and students concerning the level of respect for individual needs, abilities and potentials” by Susan Rankin, Pennsylvania State University Professor.

Our goal is to shape the experiences and perceptions of all individuals on campus, including all underrepresented groups – with regard to diversity, equity, inclusion, and culture to help create a more inclusive campus.

Below is a listing of all upcoming campus climate themed events:

### [More Campus Climate Events](#)



Our Units	Featured	Connect with Us!
 <a href="#">ENLACE Statewide Collaborative</a>  <a href="#">LGBTQ Resource Center</a> <a href="#">Hate/Bias Incident Reporting</a>	 <a href="#">"US &amp; GLOBAL DIVERSITY &amp; INCLUSION" SYLLABI</a>  <a href="#">Diversity Council</a>  <a href="#">UNM   Office of Diversity</a>	 <a href="#">twitter</a>  <a href="#">facebook</a>





## Division for Equity & Inclusion

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Ultimately, their learning is greatly enriched! ***UNM looks today, like most universities will look tomorrow!*** As a University we are in prime position to create a university for the future where diversity and excellence are intertwined and at the center of our academic mission.

In order to accomplish Inclusive Excellence the whole university must be involved, including administrators, faculty, staff and students. DEI will partner with various entities across campus involved in diversity, equity, inclusion and social justice work. In addition, partnerships will continuously be sought to impact institutional transformation toward Inclusive Excellence. As a diverse group of individuals we all play a role in utilizing diversity as our strength to build capacity to promote a healthy and inclusive campus climate; advance the academic enterprise; and ultimately serve our students well so that they may achieve success.

Please check our website periodically to find out about important events. In addition, look for information about our “Talking Circles”, Town Hall, Diversity Celebration and Luminaria Awards, Movie and Popcorn Activities, Women of Color Events and many other wonderful things over the course of the year.

Here’s to a wonderful year that will move us closer to creating equity and inclusion for all!

Division for Equity and Inclusion

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Division for Equity & Inclusion | MSC05 3400 | Scholes Hall, 250 | 1 University of New Mexico | Albuquerque, NM 87131 | Email: [diverse@unm.edu](mailto:diverse@unm.edu)

Telephone: (505) 277-2611 | Fax: (505) 277-8275 | Web: <http://diverse.unm.edu>



## Mission & Vision

### MISSION STATEMENT

The Division for Equity and Inclusion promotes equity for all members of the University community by leading efforts and building sustainable partnerships to transform the campus environment, in addition to fostering inclusive excellence, promoting equity, and advocating social justice; and, in this way, nurture a climate that imbues diversity as an asset.

### VISION STATEMENT

Since the University of New Mexico looks today, like most universities will look tomorrow, UNM will become a model for diversity and inclusive excellence.

### CORE VALUES

**Inclusive Excellence:** DEI posits that inclusive excellence requires a healthy and inclusive campus climate and refers to the processes by which we leverage diversity as our strength to enhance our understanding and connections with diverse communities, ensure the success of all of our students and advance the academic enterprise.

**Promoting Equity:** DEI believes in the residual value of equity and fosters a climate where fairness, impartiality, and justice are a main staple in the relationships between and among people of all backgrounds within UNM's social and professional settings.

**Social Justice:** DEI strongly advocates for an institution based on principles of fairness, solidarity, understanding and value.

### OUR IDENTITY



*Diversity is Our Strength*

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## Background

### Division Background

The Regents of the University of New Mexico (UNM) approved the creation of a Division of Institutional Diversity in July 2007. Under the leadership of University President David Schmidly and Interim Provost Viola Florez, this Division was charged with the development of an Institution-wide plan for Diversity, Equity and Inclusion. Efforts were led by the Interim Vice President for Institutional Diversity, Rita Martinez-Purson.

The State of New Mexico has a historically diverse population, and today stands as one of four states in the U.S. that can claim minority/majority status – that is where the minority population of the state outnumbers the non-minority population. Moreover, our state is one in which diversity and cultural richness has been recognized through the centuries, and the University of New Mexico recognizes that diversity needs to be articulated, cultivated and made meaningful in our planning process. New Mexico has unique traditions, languages and a multi-cultural heritage which can provide inspiration for UNM to cultivate an important model for university diversity efforts.

The Division of Institutional Diversity was formed to strengthen organizational capacity to serve UNM's diverse student body. The state of New Mexico is comprised of 58% minority population, and as its flagship institution UNM boasts 43% minority students at its main campus. In its branch campuses of Gallup, Taos, and Valencia County, minority students outnumber non-minority students, and the UNM Los Alamos branch serves 48% minority students.

The Division of Institutional Diversity was renamed the Division of Equity & Inclusion in April of 2008. The *UNM Diversity Plan* and the *UNM Diversity Report Card* were published in May of 2008. The new permanent VP for Equity & Inclusion, Dr. Josephine De Leon began in July of 2008.

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