



## **PROMOTING INCLUSION WHY IS IT IMPORTANT TO HIGHER EDUCATION?**

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### **Inclusion is central to the educational mission of higher education at the national level ...**

"The American Association of Colleges and Universities (2002) advocates a college level education that produces an 'empowered, informed, and responsible' student capable of negotiating the inevitable differences in a diverse society (p.xi)..." (as cited in Hurtado, et al., 2003, p. 7).

### **Inclusion is critical to The University of Arizona's vision . . .**

...Most important to our vision are students, faculty, and staff who represent a broad diversity of thought, background, ethnicity, and perspective who find their inspiration through their interactions with each other...Their different perspectives, backgrounds, and experiences make us stronger...We treat people with respect and share decision making to create a climate that supports the success of all who learn and work here...

- UA Five-Year Strategic Plan 2006 – 2010

### **Higher education has a unique opportunity to make a difference . . .**

Gurin, Dey, Hurtado, and Gurin (2002) propose that college represents a time of formative personal and social identity development for many students, a time during which students experiment with new roles, ideas, and relationships. Based on these experiences students often develop enduring ways of relating to others and of viewing the world. It is essential then that we create educational interventions that maximize the benefits of inclusion by challenging students to think critically about their assumptions, seek out knowledge, and develop informed perspectives.

### **Inclusion in the Academy is Important to Industry . . .**

"Diversity in academic institutions is essential to teaching students the human relations and analytic skills they need to thrive and lead in the work environments of the twenty-first century. These skills include the ability to work well with colleagues and subordinates from diverse backgrounds; to view issues from multiple perspectives; and to anticipate and respond with sensitivity to the needs and cultural differences of highly diverse customers, colleagues, employees, and global business partners..." (General Motors, 2000, p. 2).