

“Now is the Time: Meeting the Challenge for a Diverse Academy”

American Association of State Colleges and Universities / National Association of State Universities and Land-Grant Colleges

This report provides practical tools for identifying and assessing diversity on your campus, including an innovative, self-administered reflective questioning process to identify strengths, weaknesses and potential remedial steps. Also included are suggested processes for engaging a campus-wide conversation that leads to personal and institutional change.

NASULGC and AASCU believe that to succeed in America, access to higher education must be inclusive of talented and qualified individuals of every race and ethnicity. The 2003 United States Supreme Court ruling upholding the use of race in admissions at the University of Michigan Law School advances our position that racial diversity is a core value of our democratic society. Moreover, in validating reasonable means by which to achieve such diversity, the Court has affirmed the authority of colleges and universities to recognize that all students benefit from attending institutions that have a meaningful degree of racial integration.

We believe that the Court’s acknowledgement of the compelling constitutionality of a range of valid reasons for pursuing campus diversity now requires strong institutional leadership committed to the value of diversity and overcoming the challenge of finding effective ways for American colleges and universities to fulfill their role in the nation’s historic quest for equal opportunity for all.

Purpose

To develop strategies, including working definitions, and assessment and accountability guides for maintaining, increasing, and integrating diversity into all areas of member institutions.

Definition

Diversity can be broadly defined to include all aspects of human difference, including, but not limited to, race, gender, age, sexual orientation, religion, disability, social-economic status, and status as a veteran. However, without diminishing the importance of these other aspects of diversity, for the purposes of our work, we have defined diversity to mean achieving equal access, meaningful academic and intellectual inclusion in curriculum, research, service, and holistic integration into the academic culture of higher education for underrepresented Black (African American), Latino (Hispanic), Native American, and Asian American students.

A PDF download is available at: http://www.iupui.edu/diversity/assets/nitt_ebook.pdf
Or copies of the booklet can be purchased for \$12 each through the NASULGC website, <http://www.nasulgc.org/Diversity/ORDERFORM.pdf> or by calling, 202-478-6057.

If you would like someone to facilitate a discussion using this guide, contact Holly Holliday-Jones, Student Life & Diversity, hhollida@iupui.edu or 274-8990.