



## **Kingsborough Community College Diversity Statement and Definitions**

### **DIVERSITY STATEMENT**

The administration, faculty, staff, and students at Kingsborough Community College believe that the college is best served by having a campus that is truly diverse. We strive to create a campus where the voices, talents, and skills of all members of the college are valued and respected, and where all members of the college community can thrive. We maintain that a student body, faculty, staff, and administration that reflect the diversity of New York City is vital for the success of our community, allowing opportunities for people with different perspectives, abilities and backgrounds to interact with and learn from each other. We at Kingsborough Community College believe that a focus on inclusive excellence—the proactive fostering of greater diversity, inclusion, and ultimately equity at every level of college life—will maximize success for all members of the college community.

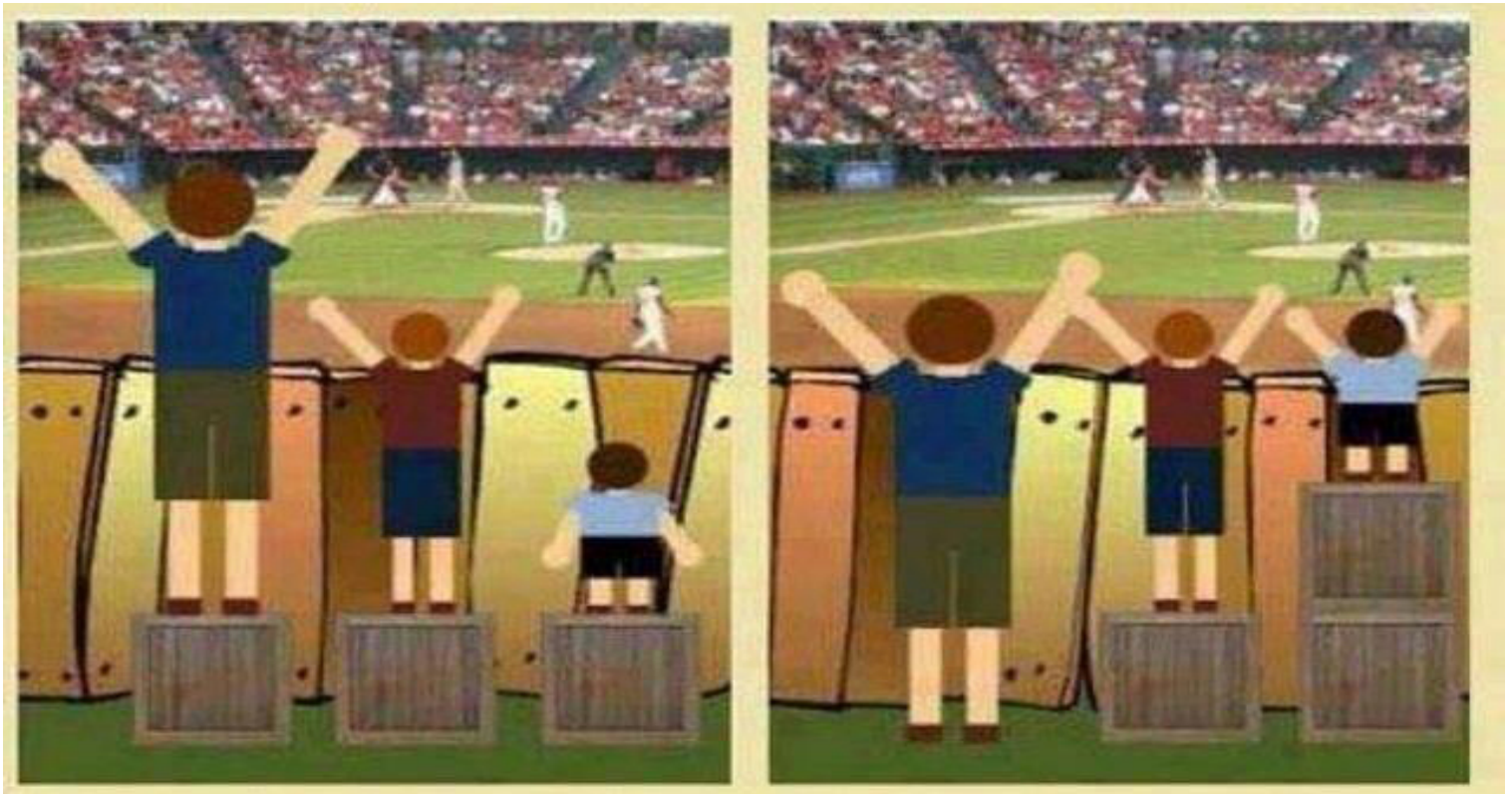
### **DEFINITIONS**

*Diversity* refers to the range of differences represented in our community, including, but not limited to, differences of race, ethnicity, sex, gender identity and expression, sexual orientation, socioeconomic status, age, physical ability, neurological makeup, learning style, cultural affiliation, country of origin, religion, veteran status or political ideology.

*Inclusion* refers to the understanding, acceptance and respect for all members of the community. This requires a forthright, intentional and exploratory engagement with diversity. Such engagement works to recognize and eliminate discrimination that ultimately excludes some members of the community from resources, opportunities and experiences to which they have a right. Inclusion also requires a deep commitment to equality for all members of the community. Equality as defined by Merriam Webster is “the quality or state of being equal: the quality or state of having the same rights, social status, etc.” Equality assumes that there are no hindrances to “having the same rights, social status, etc.”

*Equity*, often confused with equality, recognizes that there are hindrances for some in attaining equality. Equity is achieved through inclusion and through the active removal or mitigation of hindrances to full access to opportunities, resources and support for all members of a community. It also means ensuring that all members of said community have consistent and meaningful opportunities to participate in communal life and to play a role in shaping the culture of the community.

Approved by the College Council on 5/21/2015



EQUALITY AND EQUITY