



ROLLINS COLLEGE STATEMENT OF PRINCIPLES

| Diversity and Inclusion Philosophy and Principles | Type | Key Institutional |
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| No: KI 1015 | | Approval Date: 9-30-2019 |
| Responsible Office: President's Office | | Reviewed/Approved By: Diversity Council, 3-19-2019, 9-10-19; Faculty Exec Council, 8-29-2019; CLA Faculty, 9-19-2019; Crummer Faculty, 4-10-2019; College Policy Committee, 4-10-2019; President's Cabinet, 9-30-2019 Approved By: President, 9-30-2019 |
| Next Review: 2024-2025 | | Revision No: |

I. Rationale and Philosophy

Rollins College is committed to the diverse, equitable, and inclusive environment that is crucial for its mission of providing a liberal arts education for global citizenship and responsible leadership. In such a welcoming environment, all individuals are more likely to achieve their creative and intellectual potential. Simultaneously, the mission requires a Rollins community that supports and encourages inclusivity, empathy, and mutual respect in order to foster open exchanges of ideas, and that values the perspectives of groups historically underrepresented in higher education.

According to the College's Non-Discrimination Policy, Rollins does not discriminate "on the basis of sex, disability, race, age, religion, color, national or ethnic origin, ancestry, marital status, veteran status, sexual orientation, gender identity, gender expression, genetic information, physical characteristics, or any other category protected by federal, state, or local law, in its educational programs, admissions policies, financial aid, employment, or other school-administered programs."

To develop into global citizens and responsible leaders, students learn to respect and appreciate individuals with diverse cultural, political, social, religious, economic, and personal identities and backgrounds. They are open to new perspectives that challenge their world views and their ways of knowing and of doing. They cultivate the art of civil discourse and respectful disagreement.

To become productive workers in a global economy, Rollins students cultivate a critical consciousness in relation to their own locations in the "global village" and learn to respectfully collaborate with people from a multitude of countries, cultures, regions, backgrounds, and worldviews. They are open to change based upon what they discover through their cross-cultural exchanges and their experiences collaborating and problem solving with students, faculty, and staff from diverse backgrounds.

To live meaningful lives, Rollins students develop and expand their abilities to appreciate multiple perspectives and possibilities as the foundation for embracing a range of enriching life and work opportunities and fulfilling their potential.

Students best develop these skills and habits of mind by seeing them modeled on a campus that encourages the civil exchange of ideas and the respectful, just treatment of all members of the community, whether faculty, staff, or students. From a stance of humility, students benefit from exposure to multiple ways of knowing and being that reach beyond the confines of campus to include engagement with the local and global community.

II. Principles

A diverse and inclusive Rollins College community:

1. starts with the recruitment, retention, and support of a diverse group of faculty, staff, and students from underrepresented groups, and strives to ensure that these groups thrive, feel respected, and have voice;
2. aims to create a collaborative environment that promotes the robust exchange of ideas and the ability to respect disagreement;
3. seeks to foster a campus environment that feels secure, welcoming, and accessible for the entire community and, thus, promotes a sense of belonging;
4. supports individuals with diverse perspectives, socio-economic class, and life experiences, and individuals with multiple and intersecting identities;
5. understands that diverse environments may be challenging because they invite, and even compel, individuals to move beyond what is familiar to them;
6. requires a commitment to public engagement in the larger community and world that aligns with the institutional mission.

III. Procedure or Application

Not Applicable.

IV. Related Policies

College Policy 030.00 *Nondiscrimination Policy Statement*

V. Appendices/Supplemental Materials

Not Applicable.

VI. Effective Date

This policy is effective ***upon approval*** and supersedes all previously issued versions.

VII. Rationale for Revision

Not Applicable.