

The Committee to Review the Statement of Community Values offers three draft statements of community values and two options regarding the Statement of Guiding Principles on Diversity and Inclusion (see below). Please share your feedback at an open forum, with a member of the committee, or through our online form (<http://diversity.umw.edu/statement-of-community-values-feedback/>).

#### Committee to Review the Statement of Community Values

- Cedric Rucker (Dean of Student Life), co-chair
- Anand Rao (Professor of Communication), co-chair
- Janet Asper (Associate Professor of Chemistry)
- Bianca Hightower (Staff Advisory Council Representative)
- Ekta Kapoor (student representative)
- Marion Sanford (Director of Multicultural Affairs)
- Holly Schiffrin (Professor of Psychology)
- Alda White (community representative)

## Statement of Community Values

As promised earlier in the spring semester, the committee has prepared three draft statements of community values for review by the broader UMW community. We are not suggesting that one of these drafts will necessarily be the final draft proposed to the BOV, and we are not asking for UMW community members to vote on them. We are, however, asking for feedback about elements of each draft- which format works best? Is there language regarding a specific value in one draft that you prefer? What needs to be included, and how must it be stated, so that we can integrate the statement into our daily campus life?

### **Statement of Community Values - Draft #1**

As a public institution of the Commonwealth of Virginia, the University of Mary Washington espouses Community Values that advance academic excellence by increasing and advocating for a community that embraces intellectual inquiry, integrity, equity and inclusion. To advance the frontiers of knowledge and to prepare individuals for life, work, and leadership, we strive to incorporate these values into the core aspects of the university, teaching and learning experiences, leadership, decision-making, day-to-day operations, and the overall organizational culture of the academy. Through a commitment to these values, we ever strive to transform our academic community into a place where all will thrive and grow.

As a University Community, we as students, faculty and staff are committed to these primary values:

- **Intellectual inquiry** – we will engage ideas and one another in order to gain better understanding and contribute to knowledge
- **Inclusive Excellence and Equity** - fostering a climate where all identities, abilities and differences are embraced, valued, and treated with dignity.
- **Respect and Civility** – fostering an environment that promotes and nurtures perspectives that are enabled through differences in cultures, experiences, abilities, and values.
- **Integrity and Personal Accountability** – promoting practices, behaviors, and attitudes that are just in an environment where individuals take responsibility for their actions and decisions.
- **Leadership, Collaboration, and Engaged Citizenship** – we have a personal responsibility to integrate these values into every aspect of their academic, co-curricular, and community experiences. Through embracing these values in our daily lives, we aspire to foster an environment of trust, cooperation, and lively inquiry and advance our commitment to cultivating community and collegiality.

## Statement of Community Values - Draft #2

As a public liberal arts institution, the University of Mary Washington community is dedicated to providing an accepting and supportive environment that holds all of its members to the highest standards of scholarship, integrity, and respect for the individual. We hold among our foremost common values:

- **Intellectual inquiry** – we will engage ideas and one another in order to gain better understanding and contribute to knowledge
- **Diversity** – we will value diversity in all forms, and recognize the role that all members of our community play to represent a variety of different perspectives and backgrounds
- **Equity** – we will provide fair and impartial access to all members of our community
- **Accountability** – we recognize the importance of personal integrity, and will be responsible to help create the environment we strive to achieve
- **Leadership** – we will provide intellectual and institutional leadership to support the vision of these values in our community, throughout the Commonwealth, nation, and around the globe

We aspire to live up to these values and work to support our collective and individual successes.

## Statement of Community Values - Draft #3

As a public, liberal arts university, the University of Mary Washington community is dedicated to providing an accepting and supportive environment that holds all of its members to the highest standards of conduct, scholarship, integrity, inclusiveness, respect, and engagement so that we may better ourselves, our interactions with others, and our community. As members of the UMW community, we are committed to upholding these common values:

- **Accountability** - we will make a conscious effort to engage in decisions and actions that help create the environment we strive to achieve
- **Scholarship** - we will promote intellectual inquiry by engaging ideas and one another in order to gain better understanding and contribute to knowledge
- **Personal Integrity** - we will be honorable in our academic endeavours and interactions with others
- **Inclusiveness** - we will ensure equity and access to all members of our community by providing fair treatment and opportunities for individuals with diverse needs
- **Respect** - we will treat every individual with dignity at all times by valuing the inherent worth of all identities, abilities, and differences
- **Engagement** - we will promote engaged citizens who actively participate in the community through responsible leadership and service to others.

We aspire to live up to these values and work to support our collective and individual successes.

### Statement of Guiding Principles on Diversity and Inclusion

The committee was also charged with reviewing the Statement of Guiding Principles on Diversity and Inclusion in order to consider whether the statement could be revised or integrated with a revised Statement of Community Values. The committee presents two drafts/options for consideration

#### **Option #1: Revised Statement of Guiding Principles on Diversity and Inclusion**

The University of Mary Washington embraces its obligation to provide educational opportunities to broader communities locally and nationally, and to reflect the diversities of all people in its student body, faculty, administration and staff. These values strengthen our community and are essential to our academic mission and institutional excellence. The University recognizes its responsibility to be a model of fairness, inclusivity, equity, access and equal opportunity, providing intellectual and institutional leadership regarding diversity, and maintaining a welcoming, inclusive environment of mutual respect for its citizens of all backgrounds and identities. In keeping with these tenets, the University is committed to a system of responsibility, accountability, and recognition of all of its citizens, and seeks to carry out these principles of diversity and inclusion in all of its operations, goals and objectives.

#### **Option #2: Eliminate the Statement of Guiding Principles on Diversity and Inclusion**

The committee recommends that UMW also consider the option of eliminating the Statement of Guiding Principles on Diversity and Inclusion as the principles have been integrated into the new draft revisions of the Statement of Community Values.