New Employee Orientation (NEO)
Welcome

From The Office of
Diversity and Social Justice

Mission Statement
The Office of Diversity and Social Justice is committed to cultivating a vibrant learning, living and working environment where diversity, inclusion, equity and social justice are recognized as essential to inclusive excellence.

Vision Statement
The Office of Diversity and Social Justice establishes itself as:
❖ Diversity Driven
❖ Inclusively Impacted
❖ Dynamic in Inspiring Change
VALUE DIVERSITY

The Diversity Wheel

Graphic adapted from Marilyn Loden’s Implementing Diversity.

Typically more visible core diversity dimensions
Typically less visible core diversity dimensions
Secondary diversity dimensions

Office of Diversity and Social Justice
Engage Inclusion
Diversity to Inclusion Vocabulary

**Diversity** is expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origins, religious commitments, age, ability status, political perspective, and more.

**Inclusion** is creating a campus community where differences are welcomed and respectfully heard and where every individual feels a sense of belonging.
Diversity to Inclusion Vocabulary

**Equity** is working actively to challenge and respond to bias, harassment, discrimination, and oppression.

**Social Justice** is taking concrete steps to ensure greater diversity, equity, and inclusion at the university.
Diversity to Inclusion Vocabulary

**Culture** is the characteristics and knowledge of a particular group of people, encompassing language, religion, cuisine, social habits, music and arts.

**Cross-cultural communication** is a process of creating and sharing meaning among people from different cultural backgrounds using a variety of means.
OUR EPPIIC Values

**Exploration** - Creating a dynamic learning environment that fosters intellectual curiosity, creative intelligence, innovation, forward-thinking ideas and exciting discoveries. Exploration serves as an intentional way to strengthen University culture.

**Professionalism** – Providing opportunities for professional development and growth, especially for our students, using academic enhancement and collaborative programs to emphasize the importance of critical thinking, active listening, self-discovery, collaborative leadership and responsibility.

**Public Mission** - Through interdisciplinary learning, collaborative and cross-cultural experiences and a renewed focus on a liberal arts tradition, our students become well-prepared for meaningful participation in the broader society.
Inclusion is creating a campus community where differences are welcomed and respectfully heard and where every individual feels a sense of belonging.

Integrity is measured by action and responsibility and engenders a culture of trust, rich with opportunities for rigorous applied learning and meaningful civic engagement and public stewardship that are responsive to the needs of our vibrant and evolving metropolitan region.

Compassion - Millersville University’s ethos of compassion permeates all of our endeavors and interactions. Learning about and being sensitive to the experiences of people and cultures whether nearby or afar, fosters individual, professional and institutional growth.
Inclusive Excellence

Practicing and striving for excellence in institutional inclusion efforts; the integration of diversity, inclusion and learning experiences to make sure they are recognized as interdependent.

Inclusive Excellence is essential for engaging, supporting and celebrating our students, faculty, staff, administrators and maintaining a welcoming and inclusive campus community that values and respects the multiple dimensions of diversity and contributions of our campus community where the focus is being inclusive about excellence.
WHAT’S IN IT FOR US?
“YOU”

• President's Commission on the Status of Women
  Email: womens.commission@millersville.edu

• President's Commission on Cultural Diversity & Inclusion
  Email: cdi.commission@millersville.edu

• President's Commission on Gender & Sexual Diversity
  Email: gsd.commission@millersville.edu