

Audit Questionnaire Step 1: Developing Common Definitions of *Diversity and Inclusion*

1. My institution has developed common understandings and definitions of *diversity* and *inclusion*.

___ Yes ___ No

a. If yes, how is *diversity* defined by my institution?

b. If yes, how is *inclusion* defined?

2. Are diversity and inclusion listed as separate headings on the institution's home page?

___ Yes ___ No

3. Is the definition of *diversity* included in the mission, vision, and values statements and the strategic plan(s), including the diversity strategic plan?

___ Yes ___ No

a. If no, which university or college documents do not address the definition?

b. If no, list the primary definitional variations:

4. Are the definitions of *diversity* and *inclusion* consistently applied throughout the colleges and schools of the institution?

___ Yes ___ No

a. If no, list some of the primary variations:

5. Which domains do the definitions of *diversity* and *inclusion* specifically reference? Check all that apply.

- Campus climate and culture
- Civility and community
- Cocurriculum
- Curriculum
- Demographics and compositional diversity
- Educational outcomes and student intellectual/social development
- External community relations
- Institutional viability and vitality
- International programs
- Interpersonal interactions and intergroup relations
- Leadership
- Policies
- Research and scholarship
- Student access and success
- Other:

6. What specific aspects of the definitions of *diversity* and *inclusion* can be strengthened, modified, consolidated, or solidified to develop a common institutional perspective?

7. What elements or dimensions of the definitions remain contested or require further discussion to reach consensus?

Summative Evaluation: Please provide a summative evaluation of the results of this questionnaire and concrete steps for enhancement:

Goals for enhancement:

1.

2.

3.
