

## **ERC: Our commitment to diversity**

In Eleanor Roosevelt' expansive vision of humanity, all people have the right to forge cultures and identities that are rich and intimately meaningful. Her vision of justice transcended the shores of the United States and incorporated the rights of marginalized and vulnerable groups across the world. This spirit infused the Declaration of Universal Human Rights which she drew up in 1948. For her, "universal human rights begin ...in small places, close to home...Such are the places where every man, woman and child seeks equal justice, equal opportunity, equal dignity without discrimination."

Drawing from her compassion and legendary engagement with the world, Eleanor Roosevelt College commits itself to a vision of diversity, equity and inclusion that fosters world citizenship and inspires students to actively transform society through scholarship, leadership and service.

Diversity and inclusion are global by definition simply because they are human rights. Yet rights that are inalienable are also routinely withheld. Millions of people across the world have therefore been deprived of their freedom to enjoy secure and meaningful lives because of their ethnicity, race, religion, gender, sexual orientation, social status, poverty, physical ability, and mental health. All such exclusionary practices depend on the systemic power that resides in local and global institutions. Unmasking these barriers to inclusion foregrounds the highest ideal of Eleanor Roosevelt College: developing citizen-scholars who transform societies by championing access for the marginalized, the stigmatized and the exploited anywhere in the world.

Because respect for diversity is neither universal nor automatic, it is essential to intentionally affirm both the beauty of our diverse world and the rights of diverse and intersectional communities. Eleanor Roosevelt College therefore re-commits itself to a distinctively global vision of diversity, welcoming students and embracing their intersectional lifestyles and values. The Provost and staff of ERC therefore commit to the following:

- We will uphold a culture of equity, diversity and inclusion in all our work and remain vigilant about implicit bias, which all individuals possess to varying degrees.
- We will create a welcoming space for all staff to discuss and explore their own identities and biographies, mindful that all of us have been socialized in exclusionary societies that marginalize and stereotype Others.
- We will develop programs that intentionally reject language, behavior and conceptions that judge or disrespect the cultural practices of the host communities that our students interact with.
- We will embrace an approach of "learning through listening" as an essential technique of world citizenship, inter-cultural respect and personal growth.

- We will intentionally develop programs that emphasize practical service and cultural exploration as distinctive forms of engagement with the world.
- We will provide opportunities for students to engage in scholarship, leadership and service within the college and by working with voluntary and professional organizations at home and abroad.