Definitions: (RRCC Diversity Council)

Diversity: The broadest spectrum of humanity which include individual differences (e.g., personality, prior knowledge, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations)

Inclusion: Active, intentional, and ongoing efforts to create a culture of belonging where individuals feel welcome, valued, and supported

Equity: the creation of opportunities, systems, and structures which remove barriers and close gaps in outcomes for those from historically underrepresented groups

Statement of Diversity, Equity & Inclusion for Instructor Hiring in VAMA

We are committed to the principles of diversity, equity, and inclusion. This commitment is reflected in our core service of recognizing, empowering, and elevating voices of diversity in our department. These principles should be reflected in the instructor hiring process.

Diversity is represented by individuals from different populations creating an opportunity for a diverse student population with a variety of races, ethnicities, religions, gender expressions, sexualities, geographic backgrounds, cultures, ages, abilities, migrant, and socioeconomic groups in our department.

We define **equity** as fair treatment, opportunity based in social justice, and fairness in access to information and resources. Specific to our core mission and vision, we strive to ensure that we create an equitable opportunity for success by expanding and removing barriers for the instructors and create a welcoming environment for the students.

We define **inclusion** as the active involvement, participation, representation, and empowerment of the diverse individuals in our community within Visual, Audio, and Media Art.

3 goals:
1. Create equity in the Visual Audio and Media Arts Department for hiring instructors that are underrepresented
2. Ensure a welcoming environment for a diverse student body.
3. Ensure that the Department chair is accountable to create an equitable, diverse, and inclusive department.

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