

2016

A&S Diversity Committee

Proposal that Drake University Adopt

## Civility Statement

### Mission Statement

Drake's mission is to provide an **exceptional learning environment** that prepares students for **meaningful personal lives, professional accomplishments, and responsible global citizenship**. The Drake experience is distinguished by **collaborative learning** among students, faculty, and staff and by the **integration of the liberal arts and sciences with professional preparation**

### Civility

Civility is the act of showing regard for others through behaviors and interactions.

### Principles

In order to fulfill Drake University's mission to provide an exceptional learning environment for students and work environment for staff and faculty, the following civility principles affirm the value of each member of the university community. We strive to intentionally and purposefully demonstrate the principles of civility in all endeavors and interactions. While no civility statement can guarantee civil conduct, the ideals set forth here serve as guideposts.

#### **1. INCLUSIVITY**

We are welcoming to all and hostile to none. We foster an open community in which educational goals may be freely pursued.

#### **2. DIVERSITY**

We respect the diverse backgrounds of all members of our community and welcome the opportunity for interpersonal and group interactions.

#### **3. DIALOGUE**

We value, encourage, and facilitate free exchange of diverse ideas and points-of-view along with free speech and expression. However, we discourage uncivil speech or expression that infringes upon the ability of others to express themselves.

#### **4. RESPECT**

We believe that a person's views, ideas, and behavior best reflect the goals of the academic community when the dignity of each individual is respected and when members of the community are considerate of the feelings, circumstances, and individuality of others.

#### **5. EQUITY**

We treat all with respect and expect the same civility regardless of position, rank, affiliation or authority.

#### **6. AWARENESS**

We believe it is important to recognize how others view and relate to the community and recognize that we are part of a larger community.

## ***7. RESPONSE***

We encourage all community members to speak out against incidents involving bigotry and other types of incivility so the university can fulfill its responsibility of responding in a fair, timely and consistent fashion.

## Dean will take to Provost

April 2016

A&S Diversity Committee proposal:

### **Faculty Development Workshops Supporting Diversity and Inclusion**

Because campus diversity and inclusion are both goals and assets, Drake faculty need to be good at building on diversity and improving inclusivity in the classroom. The Provost's office should regularly offer workshops and seminars on an ongoing basis that help faculty learn how to better create classroom spaces that are welcoming to all students.