



Diversity Statement

2023

KAMU proudly endorses Texas A&M University's efforts to recognize that embracing a diverse worldview provides a great opportunity for all students and staff to gain a richer experience in academic and professional life. Texas A&M University represents more than 100 countries and is a diverse community that includes many groups of people, some of whom have been historically discriminated against on the basis of race, ethnicity, culture, national origin, immigration/ documentation status, gender, gender identity and/ or expression, sexual orientation, age, physical and mental abilities, religious beliefs, and socioeconomic status. KAMU supports the premise that prejudice and discrimination are detrimental to human development. KAMU supports a welcoming environment of respect and appreciation for each staff member. An ethic of appreciation and valuing of diversity contributes to the development of community in its most ideal sense.

KAMU also values an atmosphere of openness and trust, in which everyone is encouraged to explore and discuss attitudes, values, beliefs, and behaviors. The process of learning about, and being sensitive to, the diverse life experiences of others enhances staff members individually and as a group, enabling the staff to provide the highest quality of service and training.

KAMU will continually assess our progress in fostering an environment where everyone is respected, welcomed, and appreciated. Areas to assess will include the physical environment, interpersonal communication, student feedback, and continuing education. As we proceed on the journey of developing our community, we will value and practice community building behaviors including mutual respect, civility, and responsible forthrightness.

What we mean by *diversity* at Texas A&M University

Texas A&M's definition of *diversity* has three distinct, but interrelated parts:

- **Competencies:** *Diversity* is the active, intentional, and ongoing engagement with differences in people, curriculum, co-curriculum, and communities in ways that

enhance one's awareness, content knowledge, cognitive sophistication, and understanding of the complex ways that individuals interact with each other and within systems and institutions.

- ***Compositional/structural diversity***: Tracking and sharing widely the numbers of people from identities including race, ethnicity, culture, national origin, sexual orientation, gender identity, age, religion, language, disabilities/abilities, eurodiversity, socioeconomic status, marital, domestic, parental status, military service, first generation college student, and more.
- ***Sociological diversity***: Understanding and assessing how identities intersect and inform life outcomes (e.g., education, health, professional, personal, etc.) and the ways in which we interact with each other at work, in the classroom, in our personal lives, and in society.

What we mean by *equity* at Texas A&M University

Equity is the commitment to access, opportunity, and advancement for all students, faculty, and staff. Equity establishes the expectation that Texas A&M students, faculty, and staff are:

- Committing to diversity, equity, and inclusion (DEI) publicly and in practice.
- Identifying barriers that have prevented the full participation of people who have been historically excluded and underrepresented at Texas A&M.
- Eliminating barriers that have prevented the full participation of people who have been historically excluded and underrepresented at Texas A&M.

What we mean by *inclusion* at Texas A&M University

Inclusion means welcoming and supporting people from all groups that encompass the multiplicity of the identities and characteristics of people on our campuses and in our communities (Strayhorn, 2019).

- Being welcome and included at Texas A&M means to be part of an institution that respects you, your identities, your history, and your culture.
- Texas A&M is inclusive when it invests in you and is committed to your success and well-being.

The educational benefits of *diversity* and *inclusion* include: Fostering civic learning and engagement; improving problem-solving skills and developing better solutions; and preparing students, faculty, and staff to live in an increasingly global and complex world.

Douglas Walker

Executive Director & General Manager