



EQUITY 101: Defining and Cultivating Inclusive Excellence at WSU | DEFINITIONS

Land-Grant Institutions:

Washington State University is a Land-Grant Institution. Land-Grant Institutions have a democratic and pragmatic mission to bring science, technology, agriculture, and the arts to the American people.

As part of the communities they serve, Land-Grant Institutions are charged to advance this mission by:

1. Organizing themselves to respond to the current and future needs of students.
2. Enriching students' experiences by bringing research and engagement into the curriculum and offering practical opportunities for students to prepare for the world they will enter.
3. Putting their critical resources (knowledge and expertise) to work—in partnership with communities on the problems they face.

*-Adapted from C. Peter Magrath,
"Land-Grant Universities for the Future"
by Stephen M. Gavazzi and E. Gordon Gee*

DIVERSITY:

Diversity can be defined as differences among people with respect to age, socio-economic status, ethnicity, sex, gender, lived experiences, physical and mental ability, race, sexual orientation, spiritual practices, and other human differences.

*-Adapted from Washington State University
Extension Strategic Plan, 2008*

Inclusion: Inclusion can be defined as the state of being included or being made a something. When a book covers many different ideas and subjects, it is an example of the inclusion of many ideas. When multiple people are all invited to be part of a group, organization, or institution, this is an example of the inclusion of many different people.

Inclusive Excellence (IE): An understanding that the success of a university is dependent upon how well the institution recognizes and actively and intentionally values, includes, affirms, and engages the rich diversity of students, staff, faculty, administrators, alumni, volunteers, and visitors.

More than a short-term project or single office initiative, this comprehensive approach requires fundamentally embedding and practicing IE in every effort, aspect, and level of a college or university.

Washington State University intends to model, lead, and support efforts to advance equity and inclusion across the system, throughout every aspect of the WSU enterprise.

Equity and Equality: Two strategies used in an effort to produce fairness.

Equality aims to promote fairness by treating everyone the same. However, it can only work if everyone starts from the same place and needs the same thing.

Equity recognizes that people start from different places and have different needs. It aims to promote fairness by providing varied resources, approaches, and support in order for everyone to have what they need to be successful.



