

APLU's Diversity, Equity, Inclusion, & Belonging (DEIB) Definitions

APLU's mission is, in part, to “**help public research universities cultivate the talent, discoveries, and engagement that equitably fuel the success of our communities and world.**” In pursuit of this mission, APLU is committed to fostering an inclusive, welcoming, and collegial environment that embeds the association's values of Diversity, Equity, and Inclusion, where staff feel a sense of Belonging. We believe that DEIB is an equation: with attention to diversity, plus equitable practices, and attention to inclusion, it will lead to a sense of belonging.

To support these goals, APLU is committed to recruiting, engaging, and encouraging a diverse and vibrant community both with our staff and with our members. APLU recognizes that diversity is complex and intersectional and includes a wide range of racial, ethnic, sexual, and gender identities, as well as economic and geographic backgrounds, physical abilities, life experiences, political, religious, and personal beliefs.

To that end, APLU defines diversity, equity, inclusion, and belonging as follows:

- **Diversity** is the presence and representation of differences that enrich the community and workplace. Differences include, but are not limited to identity, culture, background, abilities, opinions, and experiences.
 - APLU strives to increase access, support, and representation through recognizing these differences and understanding the impacts of exclusion and marginalization that historically underrepresented groups have endured in higher education and the workplace.
- **Equity**, and equity-mindedness, is the action of ensuring access, resources, and opportunities through removing systemic barriers, particularly for historically underrepresented groups.
 - APLU strives to increase access, support, resources, and opportunities through centering equity within organizational decision-making, policies, and procedures, along with supportive programming for members, and within the organizational mission.
- **Inclusion** is the intentional action of valuing everyone, regardless of background, beliefs, or identities. This includes creating a culture and community where everyone, especially those from historically underrepresented groups, have access to resources, voices are heard, and contributions are valued.
 - APLU strives to increase access and support for staff and institutional members through cultivating an environment where all are included, are heard, and where contributions are valued.
- **Belonging** is the feeling individuals, particularly those from historically underrepresented groups who have experienced exclusion in the past, have in places that have intentionally actionized diversity, equity, and inclusion to create a culture that supports the feeling of security, acceptance, and value.
 - APLU's strives to increase a sense of belonging for all staff and institutional members through its attention to diversity, equity, and inclusion.

