

ADDENDUM #1 TO THE STRATEGIC PLAN

A Working Definition of Inclusive Excellence (IE)

An increasing number of scholars and administrators are recognizing that numerical diversity-- what Patricia Gurin et al. in the Harvard Educational Review (fall 2002) term Structural Diversity and what Milem et al. in the Making Excellence Inclusive series (1) from the Association of American Colleges and Universities (2005) label Compositional Diversity--is necessary but not sufficient to provide a campus environment with the sustained multifarious benefits of difference. Towards this end, many are turning to a complex of processes, goals, and strategies they call Inclusive Excellence (IE). For the purposes of the Ramapo College of New Jersey Strategic Plan, Inclusive Excellence will be defined as the following:

Inclusive Excellence is a strategy for enhancing diversity. It moves beyond numerical diversity to the creation of a systemic presence of diversity and its associated elements. It is the complex of processes by which equity and excellence in all aspects of the College community are furthered (2)

1. D.A. Wallington, J.B. Berger and S.A. McClendon (2005). *Toward a Model of Inclusive Excellence and Change in Postsecondary Institutions*. Washington D.C.: Association of American Colleges and Universities

2. A longer version of the definition of Inclusive Excellence is “A focus on student development as workers and for civic engagement, the purposeful deployment of organizational resources to enhance student learning, the systemic use of cultural differences for student learning outcomes, the existence of a welcoming community that engages all of its diversity for organizational learning, the utilization of data-sensitive decision-making and assessment processes, the organizational valuing of innovation in diversity initiatives, and the situation of this work at the core of institutional functioning”.

A Working Definition of Sustainability

Sustainability broadly reflects the recognition that our actions today affect our prospects for tomorrow, and increasingly, these actions will affect the quality of life and prospects for future generations.

Sustainability requires that those resources which contribute to human welfare be managed such that they are conserved or improved for future generations¹. Many of the natural resources we consume are finite and non-renewable on human time-scales (e.g., fossil & nuclear fuels, minerals), whilst some renewable resources are becoming non-renewable due to unsustainable use (e.g., fisheries², water, forests, soils³). Sustainable development must convert the currently unsustainable practices in industrialized nations to sustainable ones, as well as improve standards of living in developing countries in a sustainable manner.⁴ Lifestyles which minimize needless consumption and waste are essential for sustainability.

Ecological sustainability centers on stewardship of resources, ecosystems, the preservation of biodiversity, and natural processes (e.g., ecological succession, microevolution)⁵. A sustainable global economy will be achieved when 'rates of use of renewable resources do not exceed regeneration rates; rates of use of nonrenewable resources do not exceed rates of development of renewable substitutes; [and] rates of pollution emission do not exceed assimilative capacities of the environment'⁶. Socially, sustainability reflects actions that promote community, relationship to place, cultural diversity, and maintenance of local knowledge, equity, environmental justice, self worth, and non-violence.⁷

¹ D. Kennedy (2007). *Sustainability*. *Science* 315:573

² Committee on Ecosystem Effects of Fishing: Phase II (2006). *Dynamic Changes in marine Ecosystems: Fishing, Food Webs, and Future Options*. Washington, D.C: National Academic Press.

³ L.R. Brown (2006). *Plan b2.0: Rescuing a Planet Under Stress and a Civilization in Trouble*. New York: Norton.

⁴ J.P. Holdren (2007). *Energy and Sustainability*. *Science* 315:737

⁵ E Karlin (2001). *Dynamic Aspects of Sustainability*. In R.C. Dorf (ed.), *Technology, Humans, and Society*. San Diego: Academic Press.

⁶ H. Daly (1996). *Beyond growth: The Economics of Sustainable Development*. Boston: Beacon Press.

⁷ M. Edelstein (2007).