

April is **Celebrate Diversity Month**, a time to recognize and honor our unique cultures, backgrounds, and traditions. Created in 2004 by two American diversity consulting firms, ProGroup Inc. and Diversity Best Practices, this addition to other heritage months was directed toward diversity in business, to acknowledge that a diverse workforce is important to ensure the inclusion of different perspectives and ideas when making decisions. By celebrating employees' differences and similarities in the work space during this month, the organizers hoped that people would gain a deeper understanding of each other. nationaltoday.com/celebrate-diversity-month

What does diversity mean on a college campus?

Celebrating diversity in education matters, too, so what better month to discuss ways to observe the importance of DEIB efforts than April? There are many examples of what institutions of higher education have accomplished in advancing diversity efforts. George Washington University's Office of Diversity, Equity, and Community Engagement illustrates how one institution has developed and evolved a

campus culture dedicated to embracing diversity. Their vision statement states that it will *"...establish itself as a resource for diversity expertise and help GW become internationally renowned for inclusive excellence. GW's vision for excellence includes transforming itself and higher education by attracting, retaining, and leveraging the talents of diverse individuals to facilitate first-rate teaching, learning, scholarship, and service in a climate that is welcoming and inclusive."*

GW defines diversity on a college campus in this way: The term diversity is used to describe individual differences (e.g. life experiences, learning and working styles, personality types) and group/social differences (e.g. race, socio-economic status, class, gender, sexual orientation, country of origin, ability, intellectual traditions, and perspectives, as well as cultural, political, religious, and other affiliations) that can be engaged to achieve excellence in teaching, learning, research, scholarship, and administrative and support services.

What other ways can you, your office, or school celebrate?

- Support diverse local businesses or explore ethnic restaurants in your area to try food from a different culture you've never tasted.
- Host a multicultural art, movie, or music night or attend a cultural concert or museum exhibit.
- Northeast College hosted [International Trained Professionals Information Day](#)
- Western Nebraska Community College hosted [Saul Flores](#), a philanthropist, photojournalist, and speaker who is nationally recognized for his social impact projects.
- The University of Nebraska-Lincoln has a [robust diversity website](#) with Diversity Awareness Month highlighting the page and all events occurring during the month listed below.



Reply to the Listserv with other initiatives, ideas, and suggestions on how to celebrate diversity!