

**Excellence through Diversity**

The University of Iowa’s status as a premier research university depends on the robust exchange of ideas. The diversity of our students, faculty, and staff helps us fulfill our mission to explore, discover, create, and engage. Thus, we are committed to supporting every Hawkeye’s pursuit of excellence. As we enhance the breadth and depth of our perspectives, we purposefully prepare for our future. Our ability to foster an equitable environment for all who join the UI family will determine our collective success. We eagerly accept this challenge.

**DEI**

**DIVERSITY:** The sum of ways that people are both alike and different.

**EQUITY:** Achieving equal access and advancement of all campus constituencies.

**INCLUSION:** Intentional, ongoing engagement with diversity in ways that increase one’s awareness and understanding of how individuals interact across value systems.