University of California Diversity Statement
UNIVERSITY OF CALIFORNIA
DIVERSITY STATEMENT

RECOMMENDED TO THE UNIVERSITY OF CALIFORNIA BY THE
ACADEMIC SENATE OF THE UNIVERSITY OF CALIFORNIA

Adopted by the Assembly of the Academic Senate May 10, 2006
Endorsed by the President of the University of California June 30, 2006

The diversity of the people of California has been the source of innovative ideas and
creative accomplishments throughout the state’s history into the present. Diversity – a
defining feature of California’s past, present, and future – refers to the variety of personal
experiences, values, and worldviews that arise from differences of culture and
circumstance. Such differences include race, ethnicity, gender, age, religion, language,
abilities/disabilities, sexual orientation, socioeconomic status, and geographic region, and
more.

Because the core mission of the University of California is to serve the interests of the
State of California, it must seek to achieve diversity among its student bodies and among
its employees. The State of California has a compelling interest in making sure that
people from all backgrounds perceive that access to the University is possible for talented
students, staff, and faculty from all groups. The knowledge that the University of
California is open to qualified students from all groups, and thus serves all parts of the
community equitably, helps sustain the social fabric of the State.

Diversity should also be integral to the University’s achievement of excellence. Diversity
can enhance the ability of the University to accomplish its academic mission. Diversity
aims to broaden and deepen both the educational experience and the scholarly
environment, as students and faculty learn to interact effectively with each other,
preparing them to participate in an increasingly complex and pluralistic society. Ideas,
and practices based on those ideas, can be made richer by the process of being born and
nurtured in a diverse community. The pluralistic university can model a process of
proposing and testing ideas through respectful, civil communication. Educational
excellence that truly incorporates diversity thus can promote mutual respect and make
possible the full, effective use of the talents and abilities of all to foster innovation and
train future leadership.

Therefore, the University of California renews its commitment to the full realization of its
historic promise to recognize and nurture merit, talent, and achievement by supporting
diversity and equal opportunity in its education, services, and administration, as well as
research and creative activity. The University particularly acknowledges the acute need to
remove barriers to the recruitment, retention, and advancement of talented students,
faculty, and staff from historically excluded populations who are currently
underrepresented.