TRY ON:
Create a learning environment, try out language and model behavior.

IT’S OK TO DISAGREE:
It’s expected that we all don’t see things exactly the same way.

NO ATTACK, BLAME OR SHAME OF SELF OR OTHERS:
We accept people where they are and remain open to the possibility for growth. We engage in dialogue to move forward.

PRACTICE SELF-FOCUS:
Don’t speak for others (what they think or feel). Rather, speak for yourself (I think or feel).

PRACTICE BOTH/AND THINKING:
Develop the skill of holding two thoughts in your mind that may seem in contradiction but don’t have to be. Change “But” to “And” in your language.

NOTICE PROCESS AND CONTENT:
Process is how we engage, content is what we engage about. Both are important.

BE AWARE OF INTENT AND IMPACT:
The impact of your words may be quite different from your intent, but impact is what matters.

MAINTAIN CONFIDENTIALITY:
Effective and open dialogue requires trust.

JOIN THE CONVERSATION
The Office of Diversity, Inclusion and Equity is responsible for developing and implementing a comprehensive plan to advance, and Lehigh University efforts to advance its commitment to a more diverse and inclusive campus.

THE PRINCIPLES OF OUR EQUITABLE COMMUNITY
Lehigh University is first and foremost an educational institution, committed to developing the future leaders of our changing global society. Every member of our community has a personal responsibility to acknowledge and practice the following basic principles:

We affirm the inherent dignity in all of us, and we maintain an inclusive and equitable community.

We recognize and celebrate the richness contributed to our lives by our diverse community.

We promote mutual understanding among the members of our community.

We condemn and reject discrimination in all its forms, including those based on age, color, disability, gender identity, gender expression, marital status, national or ethnic origin, political beliefs, race, religion, sex, sexual orientation, socioeconomic status, veteran status, or any differences that have been excuses for misunderstanding, dissension, or hatred.

We affirm academic freedom within our community and uphold our commitment to the highest standards of respect, civility, courtesy, and sensitivity toward every individual.

We recognize each person’s right to think and speak as dictated by personal belief and to respectfully disagree with or counter another’s point of view.

We promote open expression of our individuality and our differences within the bounds of University policies.

We acknowledge each person’s obligation to the community of which we have chosen to be a part.

We take pride in building and maintaining a culture that is founded on these principles of unity and respect.

diversityandinclusion.lehigh.edu

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EQUITY COMMUNITY

均等團體的基本原則

PRINCIPLES OF OUR EQUITABLE COMMUNITY

IN MULTIPLE LANGUAGES

THE PRINCIPLES OF OUR EQUITABLE COMMUNITY

我们平等團體的基本原則

EQUITY COMMUNITY

均等團體的基本原則

PRINCIPLES OF OUR EQUITABLE COMMUNITY

IN MULTIPLE LANGUAGES

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We are committed to academic freedom within our community and aspire to maintain it at the highest standards. We acknowledge the rich contribution of our diverse community to our lives and promote mutual understanding among the members of our community.

We affirm the fundamental principles of our just and equitable community.

We respect and value our shared diversity and celebrate the richness it brings to our lives.

We affirm and support the development of future leaders for our global society.

We affirm and respect the freedom of academic expression and uphold our commitment to the following principles:

- We respect and acknowledge the inherent dignity of every person, we maintain a community of mutual respect, justice, and equality.
- We reject and oppose all forms of discrimination based on age, skin color, disability, gender, gender identity, sexual orientation, politics, race, religion, socioeconomic status, national origin, marital status, veteran status, or any other difference that may be used to prejudice or discriminate against others.
- We respect the freedom of thought and expression of every person, and recognize their right to disagree or to question others.

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