

After attending and participating in the Strategic Vision and Values initiative here at the University of Maine, the undersigned members of the Inclusive Excellence Working Group would like to provide the following overarching feedback on the drafted statements.

1) Diversity and inclusion are important not only for the people who are underrepresented or from marginalized communities but for all stakeholders; it is important to the research we do, the service and outreach we conduct, and the information we impart. In other words, **we all benefit from diversity**. Such a statement should be considered as part of the Preamble.

a) For example: “The University of Maine and its regional campus, the University of Maine at Machias, take great pride in serving as a research, education, and workforce development engine for our state and for the world. We inspire new knowledge, prepare our diverse body of students to be global citizens, and reach learners in every county in Maine, throughout the region, and across the globe through our research, teaching, and service imprint. *We accomplish this through a commitment to equity and inclusion in all that we do.*”

2) Given this value of diversity and inclusion, the remaining Strategic Value statements should echo this importance. For example:

a) “The university is committed to fostering learning for all, **recognizing that we all learn and achieve most in a diverse environment**. We provide access and opportunity in and out of the classroom to prepare students for career success and civic engagement. Our faculty and staff support lifelong learning through excellence in teaching and co-curricular activity. Our inclusive community welcomes all learners and strives to sustain an enriching environment in which they can flourish and succeed.” b) “As Maine’s land grant and sea grant institution, we produce new knowledge to serve the state, the nation, and the world. Innovation, creativity, and discovery are fundamental to who we are and what we do: they help us serve the people of Maine and people everywhere. We train the next generation of leaders to solve problems and promote solutions for the challenges we all face. **We recognize that solutions are best when a diversity of viewpoints and people create them.**” c) “We collaborate with many partners to advance the cultural, economic, and civic interests of communities throughout Maine and the world. As a public flagship university, we are stewards responsible for the resources entrusted to us. Through our engaged partnerships **committed to inclusion and equity**, we seek to make a difference in science, industry, commerce, state and local government, and the arts for the present and future betterment of all.”

Orlina Boteva  
Susan  
Gardner Kasey  
Legaard  
Karen Pelletreau

Darren Ranco  
Peter Schilling  
Susan Pinette  
Sarah Joughin  
Sara Henry  
Silvestre Guzmán