

# COE Diversity Standards

## University of Memphis, College of Education

The following standards represent a key strategy for the COE to operationalize our commitment to diversity, which is one of the three elements of our Conceptual Framework (Leadership, Effective Practice, and Commitment to Diverse Communities). The standards, developed by current COE faculty, staff and community partners, have been presented on several occasions, revised based on feedback, and are now being presented for endorsement by various COE units/representatives. Several assumptions and next steps are essential as we move toward learning the standards, practicing the standards and demonstrating the standards: Assessments need to be developed and Accountability procedures will be necessary. These are key next steps that will follow college-wide endorsement of the standards.

### ***Diversity Performance Standards*** ***The COE Community (including students, faculty, staff, and partners). . .***

- Understands diversity, social justice, and equity in order to promote effective learning in their everyday practice.
- Understands linguistic, ethnic, racial and socioeconomic, disability, religious and sexual orientation diversity and demonstrates culturally relevant practices.
- Understands the relationships among various historical and present social inequities and uses reflective practice to challenge their work and explicitly confront social inequality.
- Understands the larger national and global contexts and demonstrates a clear sense of their own identities in relationship to social justice.
- **Understands and values the importance of engaging in comprehensive and sustained professional growth to enhance professional practices involving diverse populations.**