Defining Diversity in Higher Education

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The concept of diversity in higher education has evolved over several decades. This chapter is the first of three that examine key concepts that are the underpinning of this entire book—diversity, excellence and leadership. In the paper , I will critically examine how the many definitions of diversity have emerged from a complex series of policies, legal decisions, laws, and our country’s rapidly shifting demographics, to the broadly inclusive concept that I believe we need to guide diversity efforts on our campuses now and in the coming decades.