



Inclusive Excellence at Oregon State University

## **Inclusive Excellence:** **The Three Agreements**

- 1. Excellence in science education is **dynamic and both critical of and responsive to surrounding contexts.****
  - ... diverse segments of communities are *openly acknowledged, centrally focused upon, and fully engaged* at the institutional level.
  - ... institutions *add substance, not just style*, to their willingness to critique and point all resources, policies, and daily transactions toward a single direction that continuously tunes and re-tunes the spoken and unspoken definitions, criteria, and codes for excellence.
  - ... have the *capacity to shift and respond* as the US population and its sociopolitical contexts evolve.
- 2. Excellence in science education is **combative toward language that marginalizes any group.****
  - ... regular, continued use of marginalizing language is fundamentally antithetical to excellence. *Adopt a new lexicon* for characterizing what constitutes the new majority of undergraduate science students in the US.
  - ... *redefine and replace historically constricting labels* with vocabulary that reflects a root cause analysis of the “hows,” “whys,” and “to what extents” disproportionate societal burdens and educational divides have impacted students, faculty role models, and mentors.
- 3. Excellence in science education is the result of **constant and critical self-examination at the institutional and individual levels.****
  - ... *continually explore, assume responsibility for, and avoid perpetuation* of the problematic structures, systems, cultures, traditions, and practices that have sustained barriers to the inclusion and full engagement of new majority students and faculty.
  - ... openness to *curricular innovation and institutional reconfigurations*, as well as the examinations of proposals for change with deep and reflective insight
  - ... *inspire confidence* that excellence is not only possible for all students, but probable.

Want to get involved? Email us at [inclusiveexcellence@oregonstate.edu](mailto:inclusiveexcellence@oregonstate.edu)

