The Individual, Institutional, Private Business, and Societal Benefits of Diversity[1]

TYPE OF BENEFIT			
INDIVIDUAL	INSTITUTIONAL	PRIVATE BUSINESS[2]	SOCIETAL
The critical ways in which college students grow and mature cognitively, affectively, and interpersonally as result of living and learning in campus environments that have been constructed to include some measure of diversity according to race, ethnicity, gender or sexual orientation.	The significant ways that a diverse faculty—in terms of race, gender or sexual orientation— serve and enhance the core institutional missions of teaching, learning, research, and service.	The ways in which a carefully, deliberately managed diverse workforce enhances the overall efficacy and performance of private sector businesses and corporations.	The key ways in which diversity positively impacts democracy, citizenship, and American public life.
▪ Enhanced critical and complex thinking skills	▪ More student-centered organizational cultures	▪ Increased flexibility	▪ Less ethnocentrism or stereotyping
▪ Stronger leadership skills	▪ More inclusive and diverse course offerings	▪ Higher levels of creativity	▪ Less occupational and residential segregation
▪ Greater racial and cultural awareness	▪ Greater use of student-centered teaching and learning approaches	▪ Improved problem-solving abilities	▪ Greater engagement in social and political issues
▪ A keener ability to understand diverse perspectives	▪ More institutional support for lines of research related to race, ethnicity, and gender	▪ An increased ability to attract the best available talent in the search for new employees	▪ Higher levels of participation in community and civic organizations
▪ A heightened openness to diversity		▪ Greater cross-cultural competence	▪ A more informed citizenry
▪ Higher rates of educational persistence			▪ Greater overall equity in society
▪ Greater satisfaction with overall college experience			

[1]This table is a composite of several others initially presented in Milem, 2003. The UW System has decided to include the category of sexual orientation in its definition of diversity though the research this table is derived from defines the term specifically on the basis of race/ethnicity. As studies of diversity and its benefits continue to emerge, we expect new findings to substantiate the positive impacts that environments which support sexual orientation have as well. [2] This term has been adapted from the term "private sector" presented in Milem, 2003.