**Diversity** is defined as a situation that includes representation of multiple (ideally all) groups within a prescribed environment, such as a university or a workplace. This word most commonly refers to differences between cultural groups, although it is also used to describe differences within cultural groups, e.g. diversity within the Asian-American culture includes Korean Americans and Japanese Americans. An emphasis on accepting and respecting cultural differences by recognizing that no one culture is intrinsically superior to another underlies the current usage of the term.

**Social justice**, sometimes called *civil justice*, refers to the concept of a society in which justice is achieved in every aspect of society, rather than merely the administration of law. It is generally thought of as a world which affords individuals and groups fair treatment and an impartial share of the benefits of society. Different proponents of social justice have developed different interpretations of what constitutes *fair treatment* and an *impartial share*. It can also refer to the distribution of advantages and disadvantages within a society.

**Rationale for Diversity and Social Justice Training**

The following learning objectives were developed from the needs assessment distributed to peer leadership groups at the University of South Carolina, out of the Office of Student Engagement. From the collected data it was found that all student leaders at Carolina should understand their unique differences and how diversity influences them in their daily lives.

**Learning Objectives:**
As a result of this training, students in leadership positions will be able to:
- Define diversity as it pertains to their organization
- Identify their own strengths and shortcomings in terms of diversity/social justice
- Develop concrete ways to diversify their own organization

**Knowledge, Skills, and Abilities:**
As a result of this training, student leaders should possess the following knowledge, skills, and abilities:
- Open mind to different backgrounds, cultures, ideas

**Suggested Learning Environment for this training:**
- High Collaboration, Low Self-Direction
- Discussion and group activity focused, little facilitator direction
- A large, open classroom with plenty of room for activities

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