Gender Values Rubric Definitions

**Inclusivity:** Inclusivity refers to university policies and programs that support and benefit career-life solutions for *all* faculty—regardless of appointment type, career stage, or diverse life circumstance—and their partners and dependents, across life stages.

**Institutionalization:** Institutionalization is the structural *and* cultural alignment of an institution’s career-life solutions and policies. That is, it is the presence of a formal policy and/or recognized program(s) that is also reflected in universal practice.

**Culture:** Culture consists of the formal and informal values, norms, attitudes and beliefs that shape how individuals and groups in an organization behave with respect to career-life solutions and policies. It includes the normative patterns and consistent approaches used in how people perform tasks, approach problems and conflict, interact with and treat one another.

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