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UTAH BOARD OF HIGHER EDUCATION (USHE)



March 26, 2026

“The most certain prediction that we can make about almost any modern society is that it will be more diverse a generation from now than it is today.”

“ ROBERT PUTNAM



Diversity can lead to **prejudice** and **division**

SPORTS

When will it end? Hateful chants continue against BYU

By Jaxon Wynder, February 26, 2025

TEMPE, Ariz. — Another BYU athletic event was marred by religiously charged vitriol on Saturday night, as Arizona students directed derogatory chants at BYU players, fans, and members of The Church of Jesus Christ of Latter-day Saints.

REPORT | MARCH 5, 2026

In 25-Country Survey, Americans Especially Likely To View Fellow Citizens as Morally Bad

53% of U.S. adults say Americans have bad morals and ethics

The Washington Post
Democracy Dies in Darkness

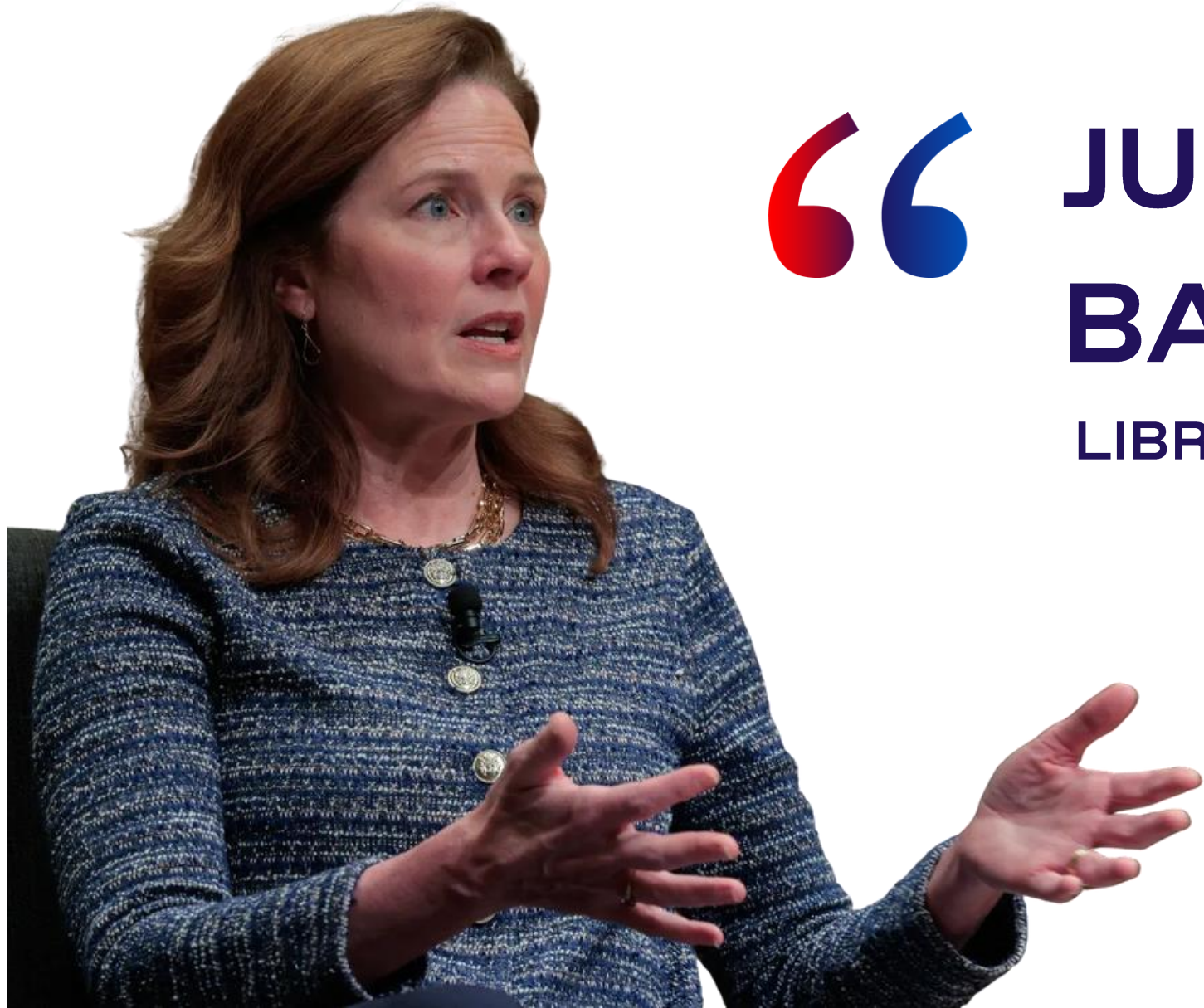
Strain of Israel-Gaza war engulfs idyllic New York City suburb

“Freedom of speech and freedom of religion commit us to pluralism.”



**JUSTICE AMY CONEY
BARRETT**

LIBRARY OF CONGRESS, MARCH 12, 2026.



Pluralism



Respect for diverse identities



Relationships between different communities



Cooperation on concrete projects to serve the
common good

Pluralism in Action



**US WOMENS
GYMNASTICS TEAM**

THE PITT, TV SHOW

“If we can understand how to leverage diversity to achieve better performance and greater robustness, we might anticipate and prevent collapses”

SCOTT PAGE
THE DIVERSITY BONUS

THE
DIVERSITY
[B O N U S]



How Great Teams Pay Off in the
Knowledge Economy

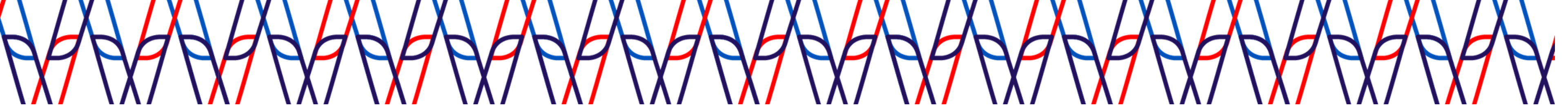
SCOTT E. PAGE

Pluralism Isn't Just Good for Civic Health—It's an Asset in the Workplace

96%

of employers say the ability to engage in constructive dialogue across disagreement is essential to today's workplace. Yet only 80% believe colleges are successfully building those competencies.

--2025 SSC&U Employer Survey



Q: How do we create a great city?

A: “Create a great university and wait 200 years.”



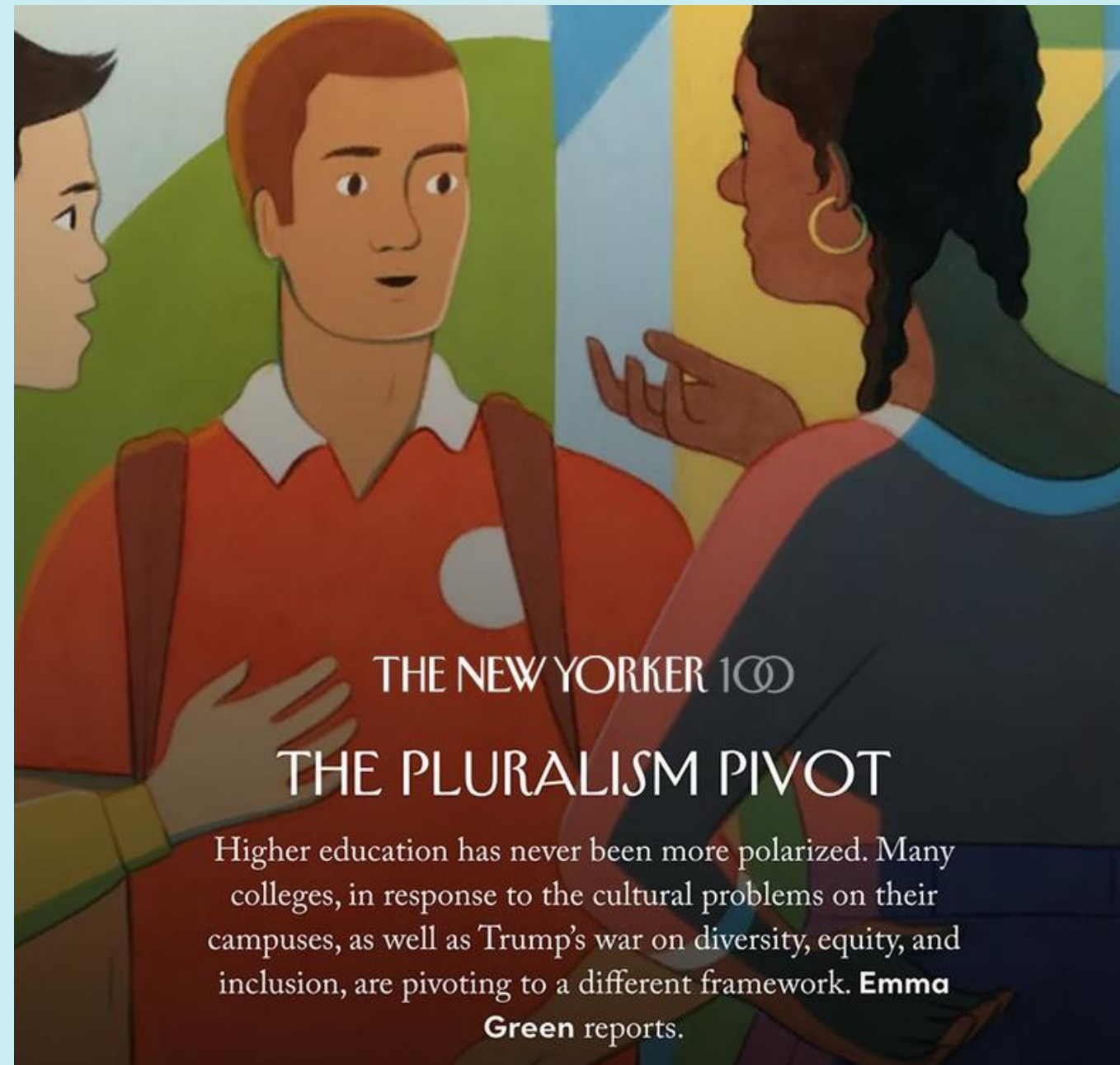
LATE SENATOR DANIEL
PATRICK MOYNIHAN



At Universities we:

- 1. Learn more about our own identities and the identities of others**
- 2. Build relationships with people of different backgrounds and viewpoints**
- 3. Learn the knowledge and skills to create teams and cultures of cooperation across difference**

Utah is Leading the Way



“[President Taylor Randall] has been working... to develop a pluralistic vision for the U—not a repackaged form of D.E.I. but a new vision, based on cooperation across difference.”

“Helping students find common ground is ‘the most practical skill I can teach.’”

“Grover... said he sees Utah as a national leader on this issue. ‘The country has definitely moved on D.E.I. ... This is where we’re going now.’”



“Some of the universities that have most fully embraced pluralism are in politically purple or red states, such as Utah...”

The New Yorker, April 2025

Steps to Take

1. Build a Culture of Pluralism at Each University

1. Train campus administrators in intellectual tradition and practical skills of pluralism