

R – Human Resources, President
A – Human Resources
C – Deans, President, Legal
I – CHSU Community



California Health Sciences University

CHSU COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

I. PURPOSE

California Health Sciences University ("CHSU") is committed to fostering, cultivating and preserving a culture of diversity, equity, and inclusion among all of its students, faculty, senior administrative staff, and all other members of the academic community. Diversity means a variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. We embrace and encourage our university community's differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our campus community unique..

II. DIVERSITY, EQUITY AND INCLUSION

CHSU's mission is to improve health care outcomes of people living in the Central Valley. In carrying out this mission, CHSU must set a strong example in our own community by continuing to acknowledge, appreciate, and respect the differences we recognize in one another. Further, to accomplish this mission in a way that best serves our community, CHSU must seek to achieve diversity, equity and inclusion among its students, faculty, staff and administrators. The knowledge that CHSU is open to qualified individuals from all groups, and thus serves all parts of the community equitably, will help sustain the social fabric of health care in the Central Valley for the future.

Diversity, equity and inclusion are also integral to CHSU's achievement of excellence and can enhance the ability of the University to accomplish its academic mission. These values also aim to broaden and deepen both the educational experience and the scholarly environment, as students, faculty, staff and administrators learn to interact effectively with each other, preparing them to participate in an increasingly complex and pluralistic society. Ideas can be made richer by the process of being developed and nurtured in a diverse, equitable and inclusive community. The pluralistic university can model a process of proposing and testing ideas through respectful, civil communication. Educational excellence that truly incorporates diversity, equity and inclusion thus can promote mutual



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respect and make possible the full, effective use of the talents and abilities of all, to foster innovation and train future leadership.

III. DIVERSITY, EQUITY AND INCLUSION PRACTICES

CHSU strives to provide a campus environment that welcomes, promotes, and celebrates the entire diversity of human experiences. CHSU is committed to welcoming people from all backgrounds, and we seek to include knowledge and values from many cultures in the curriculum, extra-curricular activities, and within our campus community.

Our commitment to achieve an environment that values diversity, equity and inclusion requires that we create, promote, and maintain activities and programs which further our understanding of individual and group diversity. We also develop and communicate policies and promote values which discourage intolerance and discrimination.

The dimensions and concepts of diversity, equity and inclusion are to be advanced and incorporated into every aspect of our University, including the curriculum, teaching, recruitment, retention, student life, programs, staffing, personnel training practices, research, community services, events, and every other University endeavor.

CHSU's diversity initiatives call for the University to create a culture of inclusion by securing more students, faculty and staff from diverse backgrounds and further enhance a sense of community. These goals are part of the University practices on recruitment and selection; compensation and benefits; professional development and training; promotions; layoffs; terminations; and the ongoing development of a university environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all faculty, staff, and students.
- Teamwork and employee and student participation, permitting the representation of all groups and perspectives.

All CHSU faculty, staff, and students have a responsibility to treat others with dignity and respect at all times. All are expected to exhibit conduct that reflects appreciation, inclusion, and collegiality during work, at university functions on or off the work site, and at all other university-sponsored and participative events. All faculty and staff also are required to attend and complete annual diversity, equity, and inclusion training to enhance their knowledge to fulfill this responsibility. As part of the curriculum and/or co-curriculum, students are provided diversity, equity, and inclusion education.



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Employee Recruitment and Retention

CHSU utilizes various recruiting methods to ensure we are seeking and hiring a diverse population thereby furthering our culture of diversity, equity, and inclusion. We advertise for faculty and senior administration staff jobs on position-specific job boards, internal postings, word-of-mouth, as well as with affinity and/or employee resource groups.

CHSU administration appoints search committees for review, interview, and recommendation of applicants for senior administration and faculty position. The University endeavors to form search committees which reflect the diversity that is desired. The committee is encouraged to use an inclusion rather than exclusion selection strategy in constructing a final list of applicants. All members are required to participate in the diversity, equity, and inclusion requirements described above.

CHSU continuously reviews, evaluates, and adapts benefit packages, compensation, bonuses, and other fringe benefits and rewards to ensure that we can provide varied and competitive incentives to retain our diverse population of faculty and staff. We promote respectful treatment of all students, faculty, and staff at all levels and foster an environment of trust between faculty, staff, and senior administration thereby promoting a culture of inclusivity, engagement, and retention.

University Diversity, Equity & Inclusion Committee

In order to achieve the goals of diversity, equity and inclusion for students, faculty, staff, and other members of the academic community as described above, CHSU has developed a University Diversity, Equity and Inclusion Committee. The role of this Diversity, Equity and Inclusion Committee will be to:

- 1) Foster a climate that promotes a better understanding of, and an appreciation for, diversity, equity and inclusion within their sphere of influence of the CHSU community and encourage others to do the same;
- 2) Periodically review and recommend changes to the University's recruitment and retention of students, staff, faculty and administrators;
- 3) Facilitate the implementation of existing diversity, equity and inclusion strategies, programs, and initiatives;
- 4) Assist in highlighting, recognizing, and publicizing diversity, equity and inclusion initiatives to promote campus-wide cooperation and participation;
- 5) Share and vet diversity, equity and inclusion strategies, initiatives, programs, and information within their campus communities and constituents;

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The Committee will be established at the beginning of each academic year and shall meet and provide its recommendations to the College Administrative Committee ("CAC") of each of the respective Colleges. The Diversity, Equity and Inclusion Committee shall be appointed by the President and will be comprised of a cross section of University representatives, including a staff, faculty, and students .

- Policy Owner: Human Resources
- Effective Date: 10/18/2017
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- Approval by Deans Date: 12/9/2020
- Approval by President Date: 12/9/2020