



California Health Sciences University

CHSU COMMITMENT TO DIVERSITY AND INCLUSION

I. PURPOSE

California Health Sciences University ("CHSU") is committed to fostering, cultivating and preserving a culture of diversity 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. Such differences include, but are not limited to: race, ethnicity, gender, age, religion, languages, abilities/disabilities, sexual orientation, and socioeconomic status.

II. DIVERSITY 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, in order to accomplish this mission in a way that best serves our community, CHSU must seek to achieve diversity 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 and inclusion are also integral to CHSU's achievement of excellence. Diversity can enhance the ability of the University to accomplish its academic mission. Diversity and inclusion 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, and practices based on those ideas, can be made richer by the process of being born and nurtured in a diverse 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 and inclusion thus can promote mutual respect and make possible the full, effective use of the talents and abilities of all, to foster innovation and train future leadership.



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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 and inclusion requires that we create, promote, and maintain activities and programs which further our understanding of individual and group diversity. We will also develop and communicate policies and promote values which discourage intolerance and discrimination. The dimensions and concept of diversity and inclusion are to be advanced and incorporated into every aspect of our University, including the curriculum, teaching, student life, programs, staffing, personnel training practices, research, community services, events, and every other University endeavor.

University Diversity & Inclusion Committee

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

- 1) Foster a climate that promotes a better understanding of, and an appreciation for, diversity 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 and inclusion strategies, programs, and initiatives;
- 4) Develop programs that promote mutual respect, valuing differences, as well as cross-cultural understanding;
- 5) Assist in highlighting, recognizing, and publicizing diversity and inclusion initiatives to promote campus-wide cooperation and participation;
- 6) Share and vet diversity and inclusion strategies, initiatives and information within their campus communities and constituents;
- 7) Prepare students for a leadership role in a competitive global community.



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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 and Inclusion Committee shall be appointed by the President and will be comprised of a cross section of University representatives, including a minimum of two staff, two faculty, and two student members.

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- Policy Owner: University Student Affairs/Human Resource
 - Effective Date: 10/18/2017
 - Approval by President Date: 10/18/2017
 - Approval by Provost Date: 10/18/2017