



## Diversity and Inclusion Policy

### I. Policy Statement

- A. California Northstate University (CNU) considers diversity an integral part of the entire academic enterprise. Blending of different life and cultural experiences is of prime importance in the hiring of staff, faculty and administrators and in the selection of students and the education of future healthcare providers.
- B. CNU seeks to foster a broad and diverse community of students, faculty, staff, and administrators to enrich the educational environment and expand the knowledge base for our students.
- C. The value of this diversity emphasis for CNU educational programs and institutional environment will be realized by the production of culturally competent healthcare providers who can serve our nation's increasing diverse population.

### II. Purpose

- A. Diversity enhances the educational environment and enriches the experience of the students, faculty, staff, and administrators.
- B. CNU aims to create a culture in which everyone feels valued and included. This culture of inclusion fully appreciates differences in perspective, not only in composition, but of thought, expression, desires, and goals.
- C. CNU values all dimensions of diversity among students, faculty, staff and administrators, including but not limited to age, race/ethnicity, gender, gender identity, gender expression, sexual orientation, physical ability, geographic locations, and socioeconomic up-bringing.
- D. CNU aims to increase the numbers of "racial and ethnic populations that are underrepresented in the healthcare professions" among CNU students, faculty, staff and administrators. Diversity goals include:
  - i. Recruiting and retaining diverse student body, faculty, staff and administrators;
  - ii. Creating and evaluating diversity initiatives;
  - iii. Developing educational and training sessions for students, faculty, staff and administrators to ensure cultural competency;
  - iv. Engaging the community through programs to increase diversity in the health care profession.

### III. Scope/Coverage

This policy applies to all University students, faculty, staff, and administrators.



#### IV. Procedure

- A. A University-wide Diversity and Inclusion Committee is constituted on the University level, and populated by representatives from the student body, faculty, staff, and administration from each separate college as appointed by their respective Dean. The Chair for the University level committee will be appointed by the University President who will charge the committee with their duties and responsibilities. The purpose of this committee is to monitor the efforts and progress being made towards recruiting and retaining a diverse student body, faculty, staff and administrators, and creating and evaluating diversity and inclusion initiatives across campus. This committee will be responsible for providing on-going reports to the Office of the President of the progress being made on these important and compelling issues.
- B. Each college may have its committee or form a subcommittee from the main committee responsible for Diversity and Inclusion, whose representatives will serve on the University's Committee on Diversity and Inclusion. The members of the committee will be appointed by the Dean of the respective college and will be charged with the oversight of the programs and initiatives set forth on the college level that are geared towards accomplishing the institution's interests in recruiting, retaining, and including a diverse faculty, staff and students, that contributes to the educational and societal benefits associated with having a diverse and inclusive university committee.
- C. The College Admissions Committees will conduct a holistic admissions process whereby the University's compelling interests towards creating a diverse student population that will contribute to the educational depth and breadth of the campus will be realized.
- D. Faculty Search Committees will be charged with keeping the University's compelling educational interests in recruiting a diverse faculty as a central tenet of the academic search and hiring process.
- E. Staff and Administrators Hiring: Those charged with the responsibility for hiring qualified staff and administrators to work in the various capacities necessary to operate a University, will be expected to keep as a central tenet of the hiring process the University's compelling need to recruit and maintain a diverse support staff and administrators.
- F. The Human Resource's Office is responsible for working with representatives from each college to develop educational and training sessions for students, faculty, staff and administrators to ensure cultural competency.
- G. On an annual basis, a report of diversity and inclusion achievement will be presented to the Board of Trustees.



# CALIFORNIA NORTHSTATE UNIVERSITY

Policy Number: 1312  
Approved: 2/13/17  
Department/Office: HR

*Associated forms:*

Example form

Example form

Example form

*Approval record:*

APPROVED: PEC: 2/13/17

APPROVED BOT: 8/13/17

REVIEW: every two years (or more often if required)