



UWS Equity Statement Adopted 10/7/21

The mission of University of Western States is: *"To advance integrated health care through excellence in education and patient care."*

To fully realize our mission, we pursue excellence in **diversity, equity and inclusion**.

Our Culture of Inclusion

We believe in the humanity and inherent value of each person.

We invite each member of our university community to engage as their entire self. We strive for each person to feel valued and supported.

We cultivate a safe and **inclusive** environment where all members of our community are empowered to collaboratively teach, learn and work.

We recognize the strengths, weaknesses and challenges in our history, and how our history has affected individuals and communities

We endeavor to expand access for all, especially for individuals and within communities historically excluded from higher education and quality health care.

We celebrate the benefits and opportunities that result from expanded diversity as we prepare students and employees to thrive personally and professionally in an increasingly diverse society.

Our Students and Employees

We deliver **student-focused** education and training experiences that emphasize cultural humility and cultural competence.

We advance diversity, equity and inclusion in student recruitment, admissions and retention, and in employee selection and promotion.

Our Community

We embrace the multiple dimensions of diversity that each individual contributes to our community. **Whole-person health** includes the entire person, their lived experiences, and their ways of being.

We engage the members of our community to strengthen local and national partnerships.

We help eliminate health disparities by educating current and future health care professionals, and by providing high quality health care.

Our Foundation

We welcome change as part of the work. **Curiosity** drives us to explore new possibilities as we move toward diversity and equity.

We prioritize diversity, equity and inclusion in the development and implementation of policies, practices and procedures.

We demonstrate accountability by examining and evaluating our diversity, equity and inclusion efforts, and by exercising continuous improvement practices.

We exemplify respect and **professionalism** by employing inclusive language and practices in communicating and interacting with others.