

## **Campus Diversity Statements**

### **UCA Diversity Statement** (<https://uca.edu/board/files/2010/11/525.pdf>)

**Preamble:** The University of Central Arkansas (“university”) seeks to include and integrate individuals from various backgrounds and with varied characteristics, and promotes opportunities to work, learn, and develop within a community that embraces the diversity of individuals and ideas.

**Diversity Language in UCA Mission Statement (adopted on May 6, 2011):** UCA is dedicated to attracting and supporting a diverse student, faculty, and staff population and enhanced multicultural learning opportunities. We value the opportunity to work, learn, and develop in a community that embraces the diversity of individuals and ideas, including race, ethnicity, religion, spiritual beliefs, national origin, age, gender, marital status, socioeconomic background, sexual orientation, physical ability, political affiliation, and intellectual perspective.

### **Institutional Diversity and Inclusion** (<https://uca.edu/diversity/institutional-diversity/>)

The Office of Institutional Diversity and Inclusion (IDI) seeks to foster an environment where everyone feels visible, valued, and validated. IDI serves to help UCA become Arkansas’ premier university for the tenets of diversity, belonging, inclusion, and equity. These principles are described below:

**DIVERSITY:** UCA gives attention to representation as measured quantitatively

**BELONGING:** It is the aim of UCA for all individuals to feel welcome across differences

**INCLUSION:** UCA aspires toward inclusive excellence by involving diverse communities in decision-making that impacts the policies, procedures, and practices of the campus

**EQUITY:** UCA collaborates to eliminate disproportionalities and disparities between groups

We welcome your collaboration in promoting diversity, belonging, inclusion, and equity. For service opportunities and partnerships, please be in touch. Many thanks for visiting our site.

### **Diversity** (<https://uca.edu/diversity/diversity-statement/>)

We are dedicated to attracting and supporting a diverse student, faculty and staff population and enhanced multicultural learning opportunities. We value the opportunity to work, learn, and develop in a community that embraces the diversity of individuals and ideas, including race, ethnicity, religion, spiritual beliefs, national origin, age, gender, marital status, socioeconomic background, sexual orientation, physical ability, political affiliation, and intellectual perspective.

**Recruitment and Retention:** We actively pursue and seek to retain a diverse student body, faculty, and staff.

**Support:** We maintain the highest academic quality and ensure that our programs remain innovative and responsive to the ever-changing and diverse needs of those we serve.

**Knowledge:** We seek to enhance interaction and understanding among diverse groups and cultivate enriched learning opportunities in a global community.

## **Office of Diversity and Community** (<https://uca.edu/diversitycommunity/>)

The University of Central Arkansas (UCA) recognizes the changing demographics of our nation and how those changes will directly affect our University's community. Therefore, UCA Office of Diversity and Community is committed to a policy of inclusiveness, understanding and acceptance of all regardless of race or ethnicity.

The mission of The Office of Diversity and Community is to provide multiple support services to enhance the academic success of students from underrepresented\*\* populations in higher education to create an inclusive campus community. Our mission is to promote student success through retention focused programs, mentoring, leadership development opportunities and life skills enrichment.

To help us achieve our mission, we have established the following goals:

- Collaborate with other student service components on campus to provide support to underrepresented populations on campus
- Increase minority student involvement in university leadership opportunities
- Provide programs and services that will instill a university-wide appreciation for diverse perspectives and ensure equal levels of inclusion and participation.
- Work in conjunction with student organizations to provide programming that promotes the communication and exchange of multicultural perspectives and value
- Develop partnerships across campus with student-centered offices and faculty to help the university improve retention rates.

\*\*Underrepresented populations include ethnic minorities, female and/or LGBTQ+ students enrolled at the University of Central Arkansas

## **Division of Student Services (Diversity at UCA)** (<https://uca.edu/student/diversity-at-uca/>)

The University of Central Arkansas (UCA) values, supports, and advances diversity. We recognize it as a critical and important part of creating and maintaining a vibrant campus community and academic life, as well as helping develop leaders. Our goal is to cultivate campus communities that not only are open, welcoming, and respectful, but also that promote the continuous increase of cultural awareness and understanding throughout the campus.

We are committed to creating and maintaining an environment that is socially, culturally, and globally competent. We seek to attract a more diverse campus population (students, faculty and staff) that appreciates difference and maximizes the development and contributions of our community members.

### **Staff Senate Executive Committee Statement**

(<https://uca.edu/staffsenate/files/2020/06/Staff-Senate-Executive-Committee-Statement.pdf>)

The University of Central Arkansas Staff Senate Executive Committee stands in solidarity with our Black coworkers and students and recognizes our responsibility to address racism and racial inequality at the organization that we serve. We affirm the statements made by President Davis, the Student Government Association leadership, and the Faculty Senate Executive Committee, and we recognize the ongoing work being done by offices and staff at UCA to promote diversity and inclusion.

The mission of UCA Staff Senate is to represent, serve, and recognize the UCA staff. As part of that mission, we engage in activities that will enhance the university and further its cause and endeavors. Recent events in our nation, state, local community, and campus should remind us all of the importance of diversity and inclusion as a university-wide cause. To this end, we support and elevate UCA's Diversity Statement:

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- **Recruitment and Retention:** We actively pursue and seek to retain a diverse student body, faculty, and staff.
- **Support:** We maintain the highest academic quality and ensure that our programs remain innovative and responsive to the ever-changing and diverse needs of those we serve.
- **Knowledge:** We seek to enhance interaction and understanding among diverse groups and cultivate enriched learning opportunities in a global community.

The Staff Senate Executive Committee commits to the following actions to promote just and equitable treatment of all members of the UCA community:

- Partnering with our colleagues in the UCA Police Department to provide opportunities for open communication about police policies, training, and procedures
- Partnering with our colleagues in the Office of Institutional Diversity to share information related to diversity and inclusion and identify opportunities for Staff Senate to support diversity and inclusion initiatives, specifically those regarding racial injustice
- Partnering with our colleagues in the Office of University Training to sponsor training in antiracist practice for Staff Senators and all staff
- Sharing resources with staff members related to diversity seminars, bias incident reporting, and mental health counseling resources available through the Employee Assistance Program
- Facilitating conversations that create positive dialogue among all members of the campus community

In these challenging times, Staff Senate maintains its commitment to making UCA a great place to work for all staff members, and we look forward to working with you to uphold our institution's commitment to diversity. We are reminded that our UCA community is there to support one another. We will continue to educate, support, and uphold the UCA values for all members of our community.

**UCA FACULTY SENATE FACULTY HANDBOOK (DRAFT)**

[https://uca.edu/facultysenate/files/2012/08/UCA\\_FACULTY\\_SENATE\\_DIVERSITY\\_STATEMENT.pdf](https://uca.edu/facultysenate/files/2012/08/UCA_FACULTY_SENATE_DIVERSITY_STATEMENT.pdf)

Recognizing diversity as a value that not only enriches the academic community, but also acts as a transformative agent to create a more dialogic world, the faculty of the University of Central Arkansas is committed to the following:

- Providing learning and social experiences that empower students to broaden their intercultural understanding as they meet and interact with a diverse community of educators and learners.

- Attracting and supporting a diverse faculty, student, and staff population.

- Providing enhanced multi-cultural learning opportunities.

- Supporting opportunities to work, learn, and develop within a community that embraces the diversity of individuals and ideas.

### **Specialist-level M.S. Program: Support for diversity statement**

<https://uca.edu/psychology/files/2012/08/M.S.-Program-diversity-statement.pdf>

The program has made a strong commitment to supporting diversity. Following the guidelines of the APA, the program faculty makes systematic, coherent, and long term efforts to attract and retain students and faculty from differing ethnic, racial, and personal backgrounds into the program.

Consistent with such efforts, it acts to ensure a supportive and encouraging learning environment appropriate for the training of diverse individuals and the provision of training opportunities for a broad spectrum of individuals.

Further, the program avoids any actions that would restrict program access on grounds that are irrelevant to success in graduate training. The program has and implements a thoughtful and coherent plan to provide students with relevant knowledge and experiences about the role of cultural and individual diversity in psychological phenomena as they relate to the science and practice of professional psychology. This emphasis is embedded throughout the curriculum.

### **Diversity and Inclusion in FCS** <https://uca.edu/facs/diversity-and-inclusion-in-fcs/>

We are a team committed to fostering a culture of inclusion, embracing diversity, and treating each other with respect. Our University values represent expectations of how we work together to serve the University community and create a climate in which all involved can flourish.

The UCA Department of Family & Consumer Sciences strongly supports the statements by UCA President Davis, and our professional organizations. The Academy of Nutrition and Dietetics issued a statement on improving diversity, equity, and inclusion and the American Association of Family & Consumer Sciences issued a statement on racial equality and social justice.

We are saddened by the negative experiences of some of our students of color at UCA. As President Davis said in his statement, racism and discrimination are not acceptable and will not be tolerated at UCA. To aid our students, faculty, and staff, a new tab will be added to our Departmental website to house resources and information on systemic oppression, sources of privilege, social determinants of health, implicit bias, racial equity and social justice. Diversity and inclusion will be the theme of this upcoming academic year. Our faculty and student organization meetings will include speakers on this topic. In our display areas in McAlister Hall, we will showcase diverse leaders, past and present, throughout the year to inform and inspire each other. We will listen to and learn from one another.