

# University of La Verne

Dear Campus Community:

As leaders of the university, we acknowledge and affirm the voices of our students, and renew our commitment to the University of La Verne's core value of ***Diversity and Inclusivity***.

We believe that diversity is critical to our success as a learning community, and inclusion is imperative for student, faculty, and staff well-being. Differences of race, ethnicity, age, religion, abilities/disabilities, gender, sexual orientation, neurodiversity, and socio-economic status are a source of the University of La Verne's strength. To that end, we are committed to the implementation of these ongoing and new initiatives:

## Diversity and Inclusivity Strategic Plans

- The strategic planning process will make integration of diversity and inclusivity imperative in all unit plans. *President's Office, November 2018.*
- Diversity and inclusivity will be an integral, critical component of the strategic plan submitted to Board of Trustees. *President's Office, May 2019.*

## Required and Ongoing Cultural Competence Training for all Employees

- All university employees (administration, faculty, and staff) will participate in cultural competence and diversity training. *Human Resources, Office of Diversity and Inclusivity, Provost's Office, by June 2019.*
- The President's Executive Cabinet retreat will include a focus on cultural competence and diversity. *President, January 2019.*

## Student Voices

- Student leaders will participate in cultural competence and diversity development opportunities. *Student Affairs, Center for Multi-Cultural Services, Office of Diversity and Inclusivity, Provost, Spring 2019.*
- Student voices will be sought out through regularly-scheduled listening sessions. *Office of Diversity and Inclusivity, Provost, November 2018.*
- There will be regular opportunities for student feedback on faculty cultural competence and diversity in the curriculum. *Provost, Fall 2019.*

## Faculty Handbook

- The Provost and Chief Diversity Officer will collaborate with Faculty Senate to review and, if necessary, revise the Faculty Handbook's rubrics for cultural competence and their use in the faculty review, promotion, and tenure process, including post-tenure review, to be in line with best practices. *Chief Diversity Officer, Provost, with a goal of 2019-20.*

## Employee Handbook

- The Employee Handbook will stipulate diversity training for all employees; the onboarding process will integrate cultural competence as a key component. *Human Resources, ongoing beginning Fall 2019.*
- Performance review standards will be aligned with best practices for cultural competence. *Human Resources, ongoing, beginning Spring 2019.*

## Changes to the Curriculum Reflecting the Diverse Backgrounds of Students

- Curricular audits for diversity and inclusivity will be incorporated in all academic program reviews. *Office of Diversity and Inclusivity, Provost, 2019-20 academic year.*
- The review and approval process for a new Culture and Critical Studies undergraduate program will be initiated. *LaFetra College of Education, Provost, Office of Diversity and Inclusivity, fall 2020 start.*
- A required class on diversity, equity, and leadership was approved by Senate, to be completed by all traditional-age undergraduate students. *LaFetra College of Education, Provost, pending Faculty Assembly approval, beginning 2019-20 academic year.*

We look forward to collaborative efforts with our entire campus community to realize the above-listed initiatives within the timelines identified. This document will be available within the university's portal with progress updates.

Should you experience or observe an incident of social injustice or discrimination you can report such occurrences, anonymously if you so choose, using the Social Justice Incident Reporting Form available online on the Office of Diversity and Inclusivity web page.

We are committed to fully realizing our core value of Diversity and Inclusivity.

Sincerely,



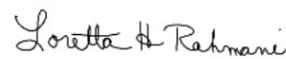
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