
Policy 101: Diversity and Inclusion

Related Policies

Adopted: November 21, 2019

Amended

I. Introduction

The Board of Directors at Central Penn College recognizes that people with diverse backgrounds and experiences bring great value to education, discovery, creativity, and engagement. Diversity in a respectful, inclusive environment promotes critical thinking and increases the ability to communicate, work, and interact. The Board of Directors understands that there is always more work to do in this regard, and supports the College's desire to become more diverse and inclusive every day.

II. Purpose:

This Board Policy codifies the College's current diversity and inclusion practice and procedures located in the Employee Handbook. The College's diversity and inclusion practices and procedures remain in effect, uninterrupted.

III. Definitions

Diversity: The range of human differences, including but not limited to race, ethnicity, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

Inclusion: involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive college promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members.

IV. Policy

Central Penn College values an institutional culture of diversity, equity and inclusion. The College maintains its commitment to ensure the practice of diversity and inclusion is upheld in efforts to enrich the experiences of our students, faculty, staff and administrators. The college recognizes that all members will benefit from a culturally rich and vibrant environment that embraces our collective diversity. Additionally, Central Penn reflects this by prioritizing diversity as a strategic objective and subsequently employs these values in its educational, operational and employment practices.

V. Effective Date: Immediately