

## **Our commitment to Justice, Equity, Diversity, and Inclusion**

UMass Global, a nonprofit affiliate of University of Massachusetts, commits to uphold the humanity of every student, staff, and faculty by affirming and protecting the dignity and rights of each person. We strive to facilitate Justice, Equity, Diversity, and Inclusion (JEDI) through an equity-minded education, student success, equitable hiring practices, and inclusive campus climate.

**Our commitment to inclusive education and student success** - We are committed to ongoing efforts to develop, curate, and create inclusive, accessible, relevant, and compliant university curriculum and learning activities. We value the facilitation of inclusive andragogy and the development of a collegiate environment that is respectful, supportive, and all-embracing of the many identities of our community members in terms of gender, sexual orientation, disability, age, socioeconomic status, race, ethnicity, culture, perspective, and other background characteristics. Our efforts will concentrate on removing barriers to recruitment, retention, and the overall success of our students. This includes our dedication to members of our university community who are disabled, first-generation, immigrant, migrant, military, and minoritized.

**Our commitment to equity in hiring practices** - We recognize the barriers that have systematically marginalized and excluded people and communities based on race, ethnicity, gender, sexual identity, socioeconomic background, age, disability, national origin, and religion. We will hold ourselves accountable to incorporating diversity and equity in our recruitment, hiring and retention of students, staff, and faculty whose backgrounds reflect those of our communities. We will be mindful of the need for cultural agility in the ever-changing landscape of higher education and embrace intersectionality and respect amongst our community.

**Our commitment to a thriving university climate** - We stand in support of human kindness, compassion, and respect for others. By embracing the tenets of cultural humility, compassion, empathy, and respect for our fellow humans, we strive to cultivate and maintain an environment that is accessible, fair, inclusive, and just while offering a sense of belonging. We value the continued development of spaces where ideas and viewpoints are welcomed and shared to actualize transformation at UMass Global as part of this commitment. We foster a university climate that is respectful and inclusive of the many identities of our community members in terms of gender, sexual orientation, disability, age, socioeconomic background, ethnicity, race, culture, perspective, and other background characteristics.

We uphold and model Justice, Equity, Diversity, and Inclusion (JEDI) efforts to our students, alumni, community partners, and other employees, internal and external stakeholders across our university community, as we develop lasting value via our university's mission and vision.

It is the vision of **The Office of Equity and Inclusion** to foster an environment where addressing issues related to diversity, equity, inclusion, social justice, and cultural humility, is cultivated. For more information on how you can invest in the efforts of our OEI, visit

<https://www.umassglobal.edu/about-umassglobal/jedi>