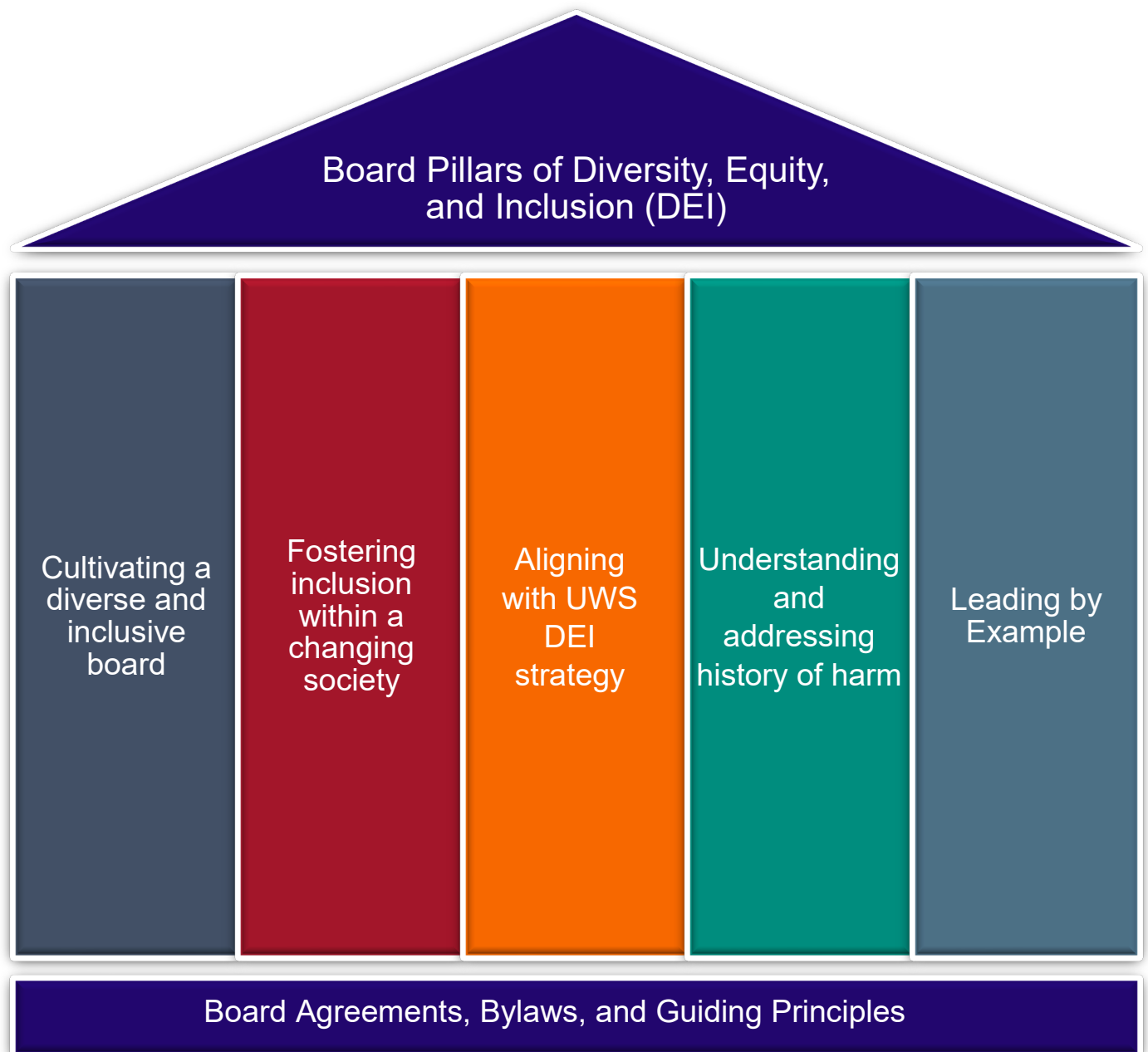


Board Pillars of Diversity, Equity, and Inclusion (DEI) Graphic





Board Pillars of Diversity, Equity, and Inclusion (DEI)

The mission of University of Western States (UWS) is to *advance the science and art of integrated health care through excellence in education and patient care*. Recognizing the critical role of diversity, equity, and inclusion (DEI) in advancing this mission, The UWS Board of Trustees established the Board Pillars of Diversity, Equity, and Inclusion (DEI). These pillars set forth a set of philosophical beliefs, that when acted on, will position the university to excel in advancing its mission. The purpose of the board's pillars are to inform how the board operates, engages in decision making, and carries out its functions as fiduciaries of the university. The five pillars are:

Cultivating a diverse and inclusive board

A diverse and inclusive board strengthens the board's ability to make decisions that are in the university's best interest. Full board engagement requires fostering a culture of belonging where all board members feel valued and supported in voicing unique perspectives.

Fostering inclusion within a changing society

The changing demographics in the US, Canada, and beyond is reflected in the students who are graduating from high school, attending undergraduate education, and seeking graduate education. These changes mandate that UWS attract and recruit students, faculty and staff that reflect the demographics of the student pipeline, the population at large, and patients in need of services. Our short and long-term success as an institution is contingent on our ability to create and sustain a culture of inclusion and excellence.

Aligning with UWS DEI strategy

Supporting the university administration's DEI Action Plan and initiatives promotes alignment and progress. Our prioritization of these efforts is essential.

Understanding and addressing history of harm

Both the healthcare and education systems throughout the United States have historically harmed people of color and other marginalized communities. To pursue excellence in all aspects of its duties, the Board of Trustees must encourage and support the University to understand and address harm caused by both systems.

Leading by example

Through strategic and proactive DEI leadership in our roles as trustees, we support UWS as we lead by example, helping to shape the future of inclusive excellence in the delivery of integrated healthcare education.