Diversity Plan
School of Health Sciences
Adopted by Faculty- February 2012

Introduction:
In support of “The Elon Commitment” strategic plan, Theme 1 An unprecedented university commitment to diversity and global engagement, the School of Health Sciences faculty and staff pledge to prepare students for engagement in a diverse world through their educational experience at the University. Diversity and global engagement at Elon is about academic excellence.

Definition of Diversity:
Diversity is an essential component of the educational experience and a key aspect of academic and workplace excellence. A diverse environment is caring and inclusive; differences are valued and integrated and infused throughout the university culture, and all individuals feel respected, are treated fairly and are provided an opportunity to excel. A diverse Elon campus community includes, but is not limited to: age, disability, ethnicity, gender, gender identity, nationality, race, religion, sexual orientation, and socioeconomic standing. (Definition from the Presidential Diversity Council)

This definition of diversity will be used throughout this document. The following describes how we will endeavor to be inclusive with all aspects of our students’ education:

A Diverse Faculty and Staff
• We will seek assistance on ways to conduct all faculty and staff searches with the goal of attracting diverse applicants.
• We will designate a faculty or staff member on each search committee to be a ‘diversity advocate’ to achieve best practices in building and considering a diverse applicant pool.
• We will seek mentoring programs for faculty and staff so retention of diverse faculty, staff, and students reaches a very high level in the School of Health Sciences.

A Diverse Student Body
• We will seek guidance on how to recruit and support diverse students from across the country.
• We will award scholarships to qualified students who exemplify the Elon Commitment to diversity.
• We will support students through faculty advising, counseling, tutoring, and other mechanisms to foster retention of a diverse student body.

An Inclusive Curriculum
• We will provide a curriculum that prepares graduates to provide comprehensive and accessible health services for all people with dignity and respect, and with sensitivity to and appreciation of individual differences.
• We will plan curricular options and provide financial support for health science students, faculty, and staff to have global experiences in which they will provide clinical services for under-served and/or diverse populations of clients at local, regional, national, and international locations.
• We will invite a group of diverse clients and their families to speak in classes or laboratories.
• We will utilize a large cadre of diverse clients in realistic, on-campus learning activities so that students will be better prepared to effectively meet the clinical needs of a diverse patient population.
• We will invite diverse healthcare professionals to share their expertise and perspectives, serving as role models through their teaching of classes or laboratory activities.
• We will seek clinical education opportunities that provide students with a wide range of clients who come from a variety of socioeconomic, educational, ethnic, cultural, and religious backgrounds.

A Supportive Environment
• The dean, department leadership, faculty, and staff will provide a climate that is both respectful and supportive of people with diverse viewpoints and backgrounds, and will actively support the goals of this plan.
• We will recruit professionals who exemplify “The Elon Commitment” to diversity to serve on the School of Health Sciences Advisory Board.
• We will support the University’s religious holiday observance policy and be sensitive to the observed holy days of different faith groups.

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