

## **BP1025 STATEMENT ON EQUITY, INCLUSION & DIVERSITY (EID)**

### **1025.1 PURPOSE**

The purpose of this policy is to provide common understanding of equity, inclusion, and diversity at Big Bend Community College.

### **1025.2 POLICY STATEMENT**

Big Bend Community College believes that every person's background—which includes identifiers such as ethnicity, race, gender, religion, sexual orientation, and ability—helps enrich our campus community when an environment is conducive to the expression of that identity. We commit to providing a campus climate where equity, inclusion, and diversity thrives and leads to individuals pursuing their educational, personal, and professional goals.

These definitions reflect Big Bend's understanding that in order to intentionally apply our commitment to equity, inclusion, and diversity, we must challenge social, political, and cultural norms and policies that perpetuate inequality and exclusion of underrepresented groups.

- **Equity:** full and fair access to resources, opportunities, and services.
- **Inclusion:** the creation and maintenance of an accepting environment where all have equitable opportunities and support.
- **Diversity:** individual, group, and social differences in cultures, expectations, backgrounds, opinions, and values, all of which enrich our shared community.

Reference: BP 1000 **E-6 Inclusion and Climate**

Big Bend Community College provides and maintains a climate of inclusiveness for students, employees and partners by maintaining a safe learning environment and promoting cultural inclusiveness, understanding, and respect by embracing diversity, access, opportunity, and equity.