

EQUITY, DIVERSITY AND INCLUSION POLICY

Inspired by the Catholic and Jesuit tradition, our community believes that every human being is a profound gift of God, deserving of both dignity and opportunity. We thus strive to acknowledge and celebrate diversity at Creighton—building equitable, inclusive, welcoming spaces and relationships that are required for every person to thrive.

Equity: Rooted in our Jesuit, Catholic heritage, equity is a form of “*cura personalis*” or care for the whole person. Equity recognizes that individuals have unique experiences as a result of their various, intersecting identities. Because of this, equity seeks to ensure that each individual has the necessary resources for success.

Diversity: Diversity is a quantitative measure of the ways in which we are unique. More specifically, diversity is a group-level phenomenon that recognizes that the intersections of our diverse identities, lived experiences and expressions are vital considerations. Further, our commitment to diversity at Creighton includes the visible and invisible difference characteristics.

Inclusion: Inclusion involves building and sustaining an environment that is equitable and psychologically safe; one that encourages discussion and dialogue. We seek to create a university environment where all in our community can thrive and align with a sense of belonging.

Inclusive Excellence: At Creighton, we understand that at each point of decision-making and management considering the benefits and implications of equity, diversity and inclusion are vital. Further, we understand that progress in these efforts make our entire community stronger, more resilient and adaptable for current situations and our collective future.

To this end, all in our community are charged to foster an environment of awareness, inclusion and compassion for all, regardless of age, culture, faith, ethnicity, immigrant status, race, gender, sexual orientation, language, physical appearance, physical ability or social class.