



MISSION: University of the Sciences prepares students to become leaders, innovators, and skilled practitioners in the sciences, the health professions, and related disciplines. We deliver excellence in teaching, research, and service through a safe and supportive environment in which our students live, learn, and succeed.

VISION: University of the Sciences will be recognized as a leader of science and healthcare education and research. We provide interdisciplinary, collaborative educational experiences and global opportunities that inspire our graduates, faculty, and staff to promote positive change. Graduates will be pursued because they are compassionate healthcare providers, critical thinkers, and diplomats of change, effecting innovative transformation for the betterment of society.

VALUES:

- We champion innovation in inter-professional education, teaching, and research.
- We embrace scholarship, developing technology, and life-long learning.
- We foster entrepreneurship, professionalism, and collaboration, building upon our proud legacy as the first pharmacy school in the country.
- We cultivate respect, diversity, citizenship, civility, and inclusiveness.
- We pursue quality, integrity and sustainability in all aspects of university life.
- We engage our community and contribute to its vitality.

Diversity Statement

USciences aspires to achieve our mission and vision and live our values with academic excellence through diversity. We acknowledge:

- Systemic racism as a critical public health concern and a need to be a part of movement from beyond acceptance to change agent and further recognize the role Higher Education can play as an equalizer
- A commitment for our University Community to better reflect the diversity of our city in order to maximize diverse thoughts, perspectives, and perceptions and better achieve our innovation, leadership, and excellence goals
- The need for our University Community to feel safe and secure, while maintaining freedom of expression; and to value, respect, and celebrate the unique contributions all individuals bring

As such, our approach to address these issues involves three core focus areas of Community, Student Body and Academics, and Workforce.

Diversity, Equity and Inclusion Council Mission Statement

The mission of the Diversity, Equity and Inclusion Council is to cultivate the USciences' values of respect, diversity, and inclusiveness. The Council informs, advises, and guides the Campus Community on ways to promote a diverse, equitable, and inclusive University.



Core Focus Areas		
Community	Student Body, & Academics	Workforce
Civic Engagement & Outreach	Curriculum & Education	Training & Education
Supports re: Anti-Racism	Increase the diversity (demographics) of our student body	Increase the diversity (demographics) of our faculty and staff
Mission-Oriented connections such as addressing disparities in Healthcare; and increasing diversity in our sector and industries	Enhanced DEi cultural dynamics (i.e. more purposeful and focused culture of DEi)	Enhanced DEi cultural dynamics (i.e. more purposeful and focused culture of DEi)
Foundational items of fair and equitable policies and procedures in all focus areas (see Goals Appendix). Note: Phase II will include further governance and infrastructure elements.		

DEI Goal Setting for FY21

Core Focus Area	Community
Strategy Statement	The role of USciences in regional, national, and global conversations and the need to serve as a citizen of our community need to be addressed.
Goal	Establish mission-oriented and community connections that support anti-racism; civic engagement and outreach; and racial/social justice issues, such as disparities in healthcare and increasing diversity in our sector and industry.
Measurable Tactic 1	Create 3 new community partnerships, including in a support or allyship type roles
Measurable Tactic 2	Maintain or enhance existing partnerships through growth or evidence of further embedment of such in our USciences environment.
Measurable Tactic 3	Engage or advocate in at least 2 appropriate conversations on DEI matters through external networks.
Council Lead	David Forde
Other notes	Need to address how this focus area and others keep a 'university-wide' approach

Core Focus Area	Student Body and Academics
Strategy Statement	USciences has the responsibility to recruit, serve, and support a diverse student body by developing and maintaining an inclusive culture and to build in our future STEM and healthcare leaders the ability to recognize structural racism and move to eliminate it. USciences also has the need to develop faculty and staff to effectively build an inclusive environment and support cognitive and noncognitive needs of students from different backgrounds.
Goal	Address the student body and academic needs through the appropriate curriculum and education of our student body; increase the diversity of our student demographics, and enhance the student experience further through a purposeful culture of affirmative inclusion.
Measurable Tactic 1	Diversity, equity and inclusion to be a part of the First Year Experience (FYE) course as of Fall 2021
Measurable Tactic 2	Increase the diversity and demographics of our student body
Measurable Tactic 3	Maintain and enhance existing student multi-cultural programming and co-curricular education, including purposeful conversations about race and affirmative inclusion.
Measurable Tactic 4	Undergraduate Certificate in Racism and Health launch by Fall 2021. Consider infusing DEI related skills into the GenEd courses.
Measurable Tactic 5	Maintain and enhance curricula related to affirmative inclusion, through the development or enhancement of tools, techniques and resources for the campus.
Council Lead	Tyan Thomas, Bill Keyes, Massandje Dosso

DEI Goal Setting for FY21

Core Focus Area	Workforce
Strategy Statement	USciences is to live our values of respect, diversity, citizenship, civility, and inclusiveness. Being a diverse and inclusive Institution will allow us to better address issues and enhance innovation by benefitting from a range of perspectives and ideas, and ultimately bringing more success to our University and Community.
Goal	Enhance USciences culture with a further targeted focus on DEI related matters such as additional awareness training and educational opportunities and increasing the diversity of our faculty and staff demographics.
Measurable Tactic 1	On-going education and training including further interruption on unconscious bias, allyship, and hiring and interviewing practices
Measurable Tactic 2	Increase the diversity of our faculty, staff, and subcontractors to better reflect the community we serve
Measurable Tactic 3	Build 4 new 'feeder' resources, from sources such as HBCU's, HSI's, Chamber of Commerce, or other specialty groups
Measurable Tactic 4	Increase the percentage of the USciences population that is aware and a part of the critical nature of embedding DEI further into our organizational culture; build further plans that are to be based upon and measured by ongoing needs assessment and internal surveys.
Council Lead	Ruth Roberts

Appendix

DEI Goal Setting for FY21 - Policies and Procedures*

Policies and procedures are an important underlying factor to all of the DEI efforts and goals and tactics are noted here for reference.

Goal	USciences needs to have fair and equitable infrastructure, policies, and practices that embed, support, and promote DEI.
Measurable Tactic 1	Continued review of existing policies and procedures in key documents with a DEI lens.
Measurable Tactic 2	Establish further procurement tracking procedures and ensure relationships with new minority-owned businesses or vendors are a part of purchasing procedures.
Measurable Tactic 3	Maintain equitable employment and student policies and practices and review for any potential enhancements.
Measurable Tactic 4	Continue with both legal and ethical compliance matters and add additional DEI support practices when able (i.e. go above and beyond compliance requirements).
Council Leads	Tyan Thomas & Ruth Roberts
Other Notes	Governance and Infrastructure will be further addressed in other ways in Phase II