

**Policy Revision Approval Date: June 6, 2018****Policy Revision Effective Date: July 1, 2018****Procedure Approval Date: June 6, 2018****Procedure Effective Date: July 1, 2018****POLICY STATEMENT**

Capella University believes that a diverse learning community is vital to achieving our mission of extending access to higher education. We believe that attracting, engaging, and supporting diverse learners, faculty, and staff strengthens our university. Capella values human potential and is committed to being an inclusive and culturally competent institution. Capella strives to promote equity within and beyond our community through intentional actions and the transformative exchange of ideas.

**RATIONALE**

Capella University's diversity and inclusion statement is intended to enrich Capella's general mission, vision, and educational philosophy to serve adult learners from all backgrounds and to support the success of all of our learners, alumni, their many communities, and our broader society as a whole.

**DEFINITIONS**Cultural Competence

Cultural Competence is the ability to recognize, respect, and adapt perspective and behavior to others' cultural differences and commonalities.

Diversity

Diversity is the representation of individual, group, and social differences in an organization or community.

Equity

Equity is the freedom from bias or favoritism. At Capella University, the goal of equity is to achieve parity in outcomes regardless of demographic attributes.

Inclusion

Inclusion is the intentional, ongoing act of incorporating diverse identities and perspectives in a group or organization.

**PROCEDURES**

None

**POLICY OWNERS**

Academic Owner: President

Operations Owner: Diversity and Inclusion

**RELATED DOCUMENTS**

University policy 1.01.01 Mission Statement and Educational Philosophy

**REVISION HISTORY**

Original Policy Approval Date: June 6, 2018