

# SIMPSON COLLEGE™



## SIMPSON COLLEGE FACULTY HANDBOOK PART VII: APPENDIX E

### **Simpson College Inclusivity Statement**

*(added 11/2013; revised 02/2017)*

We the members of the Simpson College community believe that as an essential component of its mission and history, Simpson College is committed to creating and maintaining a creative, diverse, just and inclusive community in which all develop their abilities to live and thrive in a complex and interconnected world.

Consistent with our educational mission, we recognize ourselves as a community that respects individual identities linked to varying sociocultural characteristics including but not limited to race, ethnicity, gender identity and expression, sexual orientation, national origin, citizenship, first language, religious or spiritual tradition, age, functional ability, socioeconomic status, physical attributes or familial status.

Further, we recognize that diversity of identities exists in a context of differential power and privilege that we as a community must critically evaluate and engage.

At Simpson College we strive to create a socially just world that honors the dignity and worth of each individual, and we seek to build a community centered on equality, mutual respect and openness to ideas—one in which individuals value cultural and intellectual diversity and share the responsibility for creating an affirming, safe, and inclusive environment.

We recognize that our community is most inclusive when all participate to their full capacity in the spirited, and sometimes challenging, conversations that are at the center of the College's educational mission to develop personal integrity, moral responsibility, social justice and global citizenship.