

UWSP Inclusive Excellence Declaration

We Believe...

We have the right to a university environment that is welcoming, safe, and accepting.

Equity and inclusion are key ingredients to academic excellence and the success of all our students.

Improved campus climate provides a strong sense of belonging and community where all students, staff, and faculty feel valued and respected regardless of their background.

We Declare...

We appreciate, honor, and celebrate our individual uniqueness and the common humanity that we share.

All Pointers are future leaders in our community, and our faculty and administration will be there to serve as guides and mentors regardless of differences.

All members of the Pointer Community are included on the basis of intersections of race, color, creed, non-religion or religion affiliation, or place of worship, spiritual beliefs, tribal identity or affiliation, cultural beliefs or practices, sex, gender identity or expression, sexual orientation, disability or diverse ability and accommodations, neurodiversity, marital status, pregnancy, parental or guardian status, country or nation of origin, nationality or allegiance to nations, citizenship status, immigration status, political ideology, military service, medical history, genetic history, ancestry, age, height, weight, size or shape, presentation or appearance, primary or first language, proficiency of language, dialect, vocal or non-vocal expression, arrest or conviction record, academic history, academic concentration, Wisconsin residency status, housing status or arrangement, occupation, class, amount or source of income, financial dependency, government dependency, transfer status, continuing studies status, returning status, first-generation status, nontraditional status, part-time status, or known relationship to anyone in any of these protected classes, other

identities, or intersections thereof, unless pursuant to an exception recognized by state or federal law.

We Commit...

To strive to remove barriers to success, eliminate bias, understand cultures other than our own, and hold genuine concern for each other.

To respect all regardless of race, ethnicity, age, class, gender, sexual orientation, physical abilities/qualities, religion, nationality, or any other differences.

To provide all Pointers the tools needed to feel safe and included.

To promote the development of friendly relations between all Pointers and model the way for peers and future generations to come.

As faculty, staff, and administration to promote inclusive learning environments that honor the rights, identities, cultures, social-emotional needs, and potential of all students.

As a UWSP Community, to maintain open channels of communication between all students, faculty, and staff.

As faculty, staff, and administration to be an inclusive support system for our students.

As students to stand in solidarity with each other as Pointers regardless of differences.

These beliefs, declarations, and commitments are the foundation of UWSP's commitment to Inclusive Excellence