



## Diversity, Equity, and Inclusion Statement

### Mission

Unitek Learning recognizes the importance of diversity, inclusion and equity in healthcare education as a critical step in supporting and sustaining the success of our students, faculty and staff. The goal for the organization is to acknowledge and embrace the differences of our collective group of people so that each person feels welcome and has opportunity to succeed in contributing to their personal and company success. We recognize the strength of our success is directly correlated with our ability to foster equal opportunity across all members of our teams by recognizing and highlighting the unique abilities and capabilities of every member not despite, *but because of*, their unique experiences and backgrounds.

### Positioning Statement

Unitek Learning champions diversity, equity, and inclusion for key stakeholders: students, faculty members staff, and administration, by supporting anti-bias education, professional development, equity in hiring, and involvement in the community.

To become the inclusive community we aspire to be, we must treat each other equitably and with respect, creating an environment where no voices are silenced and all of us can thrive. We believe our commitment to diversity, inclusion, and equity has the potential to have a significant positive impact on access to healthcare within the communities we serve. Our goal is to graduate culturally competent, caring and highly skilled healthcare workforces.

Unitek Learning will embrace the distinctive qualities of all members of its community. We recognize that equity, inclusion, and diversity are foundational values and pillars of excellence in healthcare education.

Unitek Learning seeks to support the following strategic objectives:

- Improve the inclusion of all people at all levels of the institution. Specifically, address how differences in power and possibilities align with social categories and identities and how these differences distinguish individuals.
- Impact equity and access to healthcare within the communities we serve by educating, graduating and placing in meaningful employment a group of

students who have received superior healthcare education that focuses on equity and access to healthcare.

- Engage various external stakeholder groups that support Unitek Learning's values.

## Definitions

### Diversity:

Diversity means more than just acknowledging and/or tolerating difference. It's a set of conscious practices that seek to understand and appreciate the interdependence of humanity, cultures, and the natural environment.

### Equity:

Ensuring that everyone has support and access to the resources needed to be successful and identifying and eliminating barriers that have prevented the full participation of communities most impacted by systemic oppression.

Improving equity involves increasing justice and fairness within the procedures and processes of institutions and systems, as well as in the distribution of resources.

Equity differs from equality. Equality refers to treating everyone the same but does not necessarily lead to equitable outcomes because diverse communities have diverse needs and have faced varying obstacles and inequities.

### Inclusion:

Ensuring that people of all backgrounds, identifies, abilities, perspectives, and beliefs have an equal opportunity to belong and contribute to their communities. An inclusive institution promotes and sustains a sense of belonging; it values and practices respect where all people are recognized for their inherent worth and dignity, talents, beliefs, backgrounds, and ways of living.

### Cultural Competence:

An understanding of how institutions and individuals can respond respectfully and effectively to people from all cultures in a manner that recognizes and values the worth, and preserves the dignity, of individuals, families, and communities.