



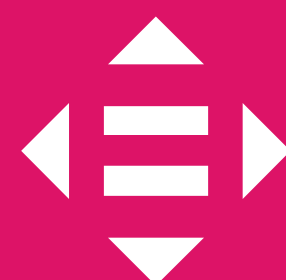
## MEASURING INCLUSIVITY IN ADMISSIONS: URDANETA CITY UNIVERSITY'S COMMITMENT TO SDG 10 - REDUCED INEQUALITIES

In line with the **United Nations Sustainable Development Goal 10 (SDG 10): Reduced Inequalities**, higher education institutions hold a crucial responsibility to promote equitable access to learning opportunities. Beyond ensuring that admissions policies are non-discriminatory, universities must also **measure and monitor the representation of underrepresented and potentially underrepresented groups** to guarantee that inclusivity is not only stated but practiced.

At **Urdaneta City University (UCU)**, the commitment to inclusivity extends beyond the written policy. The university recognizes that genuine equality requires continuous evaluation of who gains access to education and who may still be left behind. To uphold this, UCU systematically gathers and analyzes data related to **student applications and admissions**, focusing on various underrepresented groups including **ethnic minorities, low-income students, women, non-traditional learners, persons with disabilities (PWDs), LGBT students, and indigenous or newly settled refugee students**.

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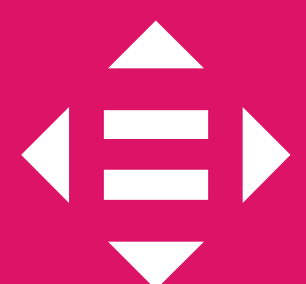
## MEASURING INCLUSIVITY IN ADMISSIONS: URDANETA CITY UNIVERSITY'S COMMITMENT TO SDG 10 – REDUCED INEQUALITIES

This approach ensures that the university's admission processes remain aligned with fairness and equity principles. By monitoring these demographics, UCU identifies gaps or trends that may indicate unintentional barriers within the admissions process. For instance, if data shows a lower acceptance rate among low-income applicants or female students in certain programs, the university can respond with targeted interventions such as **scholarship programs, flexible learning opportunities, and outreach initiatives.**

The collection and assessment of demographic data are not intended to label or segregate students but to **support informed policy-making** that promotes inclusivity. Data-driven monitoring allows the university to evaluate whether its non-discriminatory policies effectively achieve their purpose and whether additional support systems are necessary for equitable access. These initiatives also serve as a foundation for UCU's participation in global sustainability frameworks, reflecting its role as an educational institution committed to social justice and equality.

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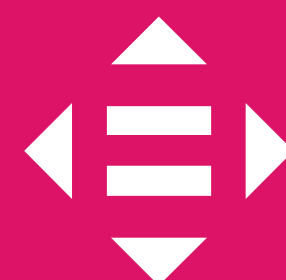


## MEASURING INCLUSIVITY IN ADMISSIONS: URDANETA CITY UNIVERSITY'S COMMITMENT TO SDG 10 – REDUCED INEQUALITIES

By measuring the application and admission rates of underrepresented groups, **Urdaneta City University** not only fulfills the objectives of **SDG 10.6.2** but also strengthens its mission to create an academic community that values diversity and inclusion. In doing so, UCU ensures that education continues to be a bridge that connects opportunity with aspiration — regardless of background, identity, or circumstance.

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# POLICY AND PROCEDURES ON MEASURING INCLUSIVITY IN ADMISSIONS

## Urdaneta City University

**Effective Date:** November 10, 2023

**Review Date:** November 10, 2024

### I. Purpose

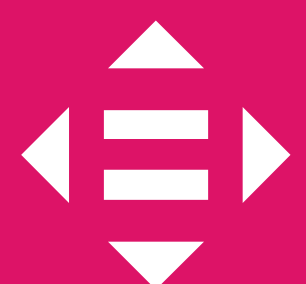
The purpose of this policy is to establish a structured approach for ensuring inclusivity and equity in the admissions process of Urdaneta City University (UCU). This policy supports **Sustainable Development Goal 10 (SDG 10): Reduced Inequalities** by promoting equal access to quality education for all applicants regardless of background, identity, or circumstance. It also ensures that the university's admissions process remains fair, transparent, and data-driven.

### II. Scope

This policy applies to the **Office of Admissions, Office of Scholarships and Student Services**, and all other academic and administrative units involved in student recruitment, application evaluation, and admission. It covers all programs and levels of study offered by UCU, including undergraduate, graduate, and non-degree programs.

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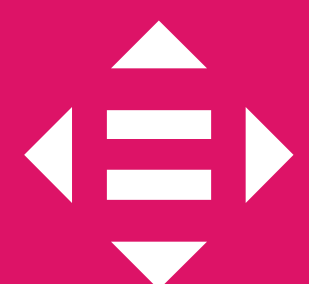
## POLICY AND PROCEDURES ON MEASURING INCLUSIVITY IN ADMISSIONS

### III. Definitions

- **Inclusivity:** The practice of ensuring all individuals, particularly those from underrepresented or marginalized groups, have equal opportunities to access education.
- **Underrepresented Groups:** Populations that are often limited in educational participation, such as low-income students, women, ethnic minorities, indigenous peoples, persons with disabilities (PWDs), LGBT students, and non-traditional learners.
- **Demographic Data:** Information gathered about applicants and admitted students (e.g., gender, socio-economic background, disability status, ethnicity) used to assess inclusivity trends and equity in access.

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## POLICY AND PROCEDURES ON MEASURING INCLUSIVITY IN ADMISSIONS

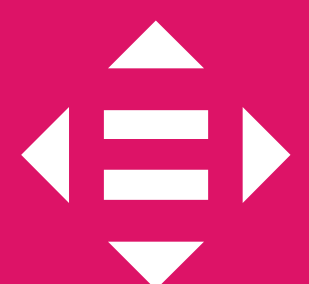
### IV. Policy Statement

Urdaneta City University is committed to maintaining an inclusive and equitable admissions process aligned with its mission of educational access for all. The university recognizes that true equality requires more than non-discriminatory policies—it requires the **continuous collection, analysis, and evaluation of data** to identify gaps and implement interventions that promote fairness and diversity.

Through this policy, UCU ensures that education remains a bridge between opportunity and aspiration, upholding its duty to contribute to social justice and the global goals of sustainability.

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# POLICY AND PROCEDURES ON MEASURING INCLUSIVITY IN ADMISSIONS

## V. Procedures

### V.1. Data Collection and Monitoring

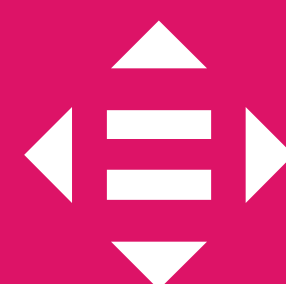
- The Office of Admissions shall collect demographic data from all applicants during the admissions process.
- Data shall include relevant variables such as gender, socio-economic status, disability, and ethnicity, while maintaining confidentiality.
- Annual demographic reports shall be compiled to assess representation and participation of underrepresented groups.

### V.2. Analysis and Identification of Gaps

- Analyze data to determine trends in admission rates among different demographic groups.
- Identify patterns of underrepresentation or lower acceptance rates for specific populations.
- Present findings to the Academic Council and University President for policy review and decision-making.

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## POLICY AND PROCEDURES ON MEASURING INCLUSIVITY IN ADMISSIONS

### V.3. Implementation of Inclusive Interventions

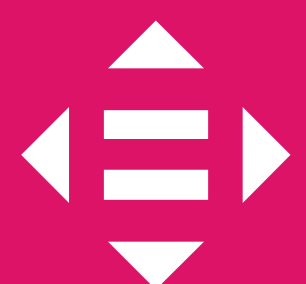
- Based on the analysis, develop targeted interventions such as:
  - Scholarship and financial aid programs for low-income applicants.
  - Outreach activities to encourage applications from marginalized communities.
  - Accessibility accommodations for persons with disabilities.
  - Gender balance initiatives in programs with low female or male participation.
- Collaborate with the Office of Scholarships and Student Services to ensure these interventions are implemented and evaluated annually.

### V.4. Data Ethics and Confidentiality

- All demographic data shall be treated with strict confidentiality and used only for institutional assessment and policy improvement.
- No data will be used to label, segregate, or discriminate against any individual or group.

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## POLICY AND PROCEDURES ON MEASURING INCLUSIVITY IN ADMISSIONS

### V.5. Monitoring and Evaluation

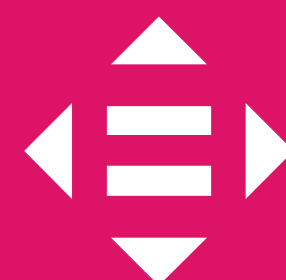
- Conduct annual reviews of admission trends to evaluate the effectiveness of inclusivity efforts.
- Prepare and submit an **Annual Inclusivity Report** to the University Leadership and relevant committees.
- Modify programs and policies as needed based on the evaluation results and feedback.

### VI. Roles and Responsibilities

- **Office of Admissions**
  - Collects and maintains applicant demographic data.
  - Conducts analysis and prepares annual reports on inclusivity.
- **Office of Scholarships and Student Services**
  - Develops and implements support programs for underrepresented groups.
  - Coordinates outreach and advocacy activities.

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## POLICY AND PROCEDURES ON MEASURING INCLUSIVITY IN ADMISSIONS

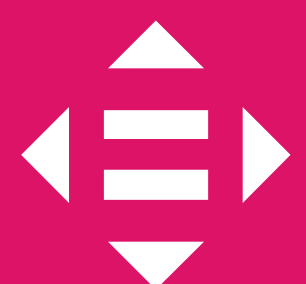
- **Institutional Research Office**
  - Provides technical assistance in data analysis and reporting.
- **University President and Academic Council**
  - Reviews reports and approves recommended interventions or policy updates.

### VII. Policy Review

This policy shall be reviewed **annually** to ensure its continued relevance, effectiveness, and alignment with national educational standards, institutional goals, and the United Nations Sustainable Development Goals (particularly SDG 10).

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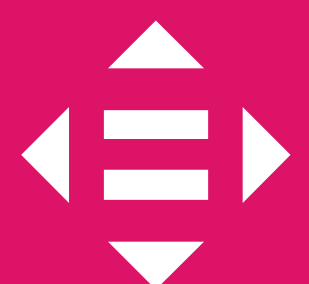
## URDANETA CITY UNIVERSITY TRACKS ADMISSIONS OF UNDER-REPRESENTED GROUPS TO FOSTER INCLUSIVE ACCESS

Urdaneta City University (UCU) has reaffirmed its commitment to inclusive education by setting in motion an initiative to **measure and track applications and admissions** from under-represented and potentially under-represented student groups. Recognizing that equitable access to higher education is both a social imperative and a strategic priority, UCU is focusing on groups such as ethnic minorities, students from low-income households, non-traditional (adult) learners, women in under-represented fields, LGBT students, students with disabilities, and newly-settled refugee or migrant students.

Under the initiative, UCU gathers data at various stages of the admissions process—from total applications, demographic breakdowns of applicants, through to enrolment and retention of admitted students. The university is developing dashboards and reports that help identify whether the institution is reaching, admitting, and supporting learners from these groups, and whether further outreach or support is needed. By tracking metrics such as the number and proportion of applicants from low-income households, students reporting disability status, or those belonging to minority ethnic or gender identity groups, UCU aims to gain clarity on gaps in access and success.

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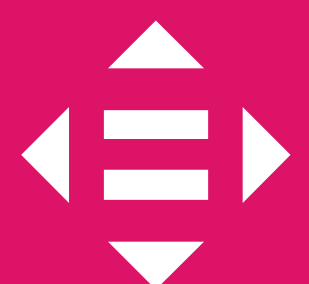
## URDANETA CITY UNIVERSITY TRACKS ADMISSIONS OF UNDER-REPRESENTED GROUPS TO FOSTER INCLUSIVE ACCESS

In parallel, UCU is building support systems to ensure that once admitted, students from these groups receive tailored services—such as financial aid or scholarships for low-income students, mentorship and tutoring for non-traditional or first-generation students, accessible facilities and accommodations for students with disabilities, inclusive policies and safe spaces for LGBT students, and language or orientation support for refugee or migrant students. These complementary efforts underline UCU's view that equity in admission must be matched by equity in support and retention.

UCU further integrates the monitoring initiative into its institutional strategy, linking it to its inclusive mission of "quality education for all Filipinos in various walks of life." Through periodic reviews of the admissions data by its institutional planning and student services offices, the university sets targets for improving representation of under-represented groups, reviews outreach strategies (such as targeted information campaigns in remote or low-income communities), and evaluates outcomes such as retention, completion, and post-graduation success.

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## URDANETA CITY UNIVERSITY TRACKS ADMISSIONS OF UNDER-REPRESENTED GROUPS TO FOSTER INCLUSIVE ACCESS

By actively measuring and tracking admissions alongside implementing supportive services, UCU is moving beyond mere rhetoric on access—positioning itself as a higher education institution that **monitors, acts, and evolves** in response to equity data. The initiative reflects UCU's determination to open its doors broadly and ensure that traditionally marginalized students are not only admitted, but supported to succeed in their academic journey.

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