

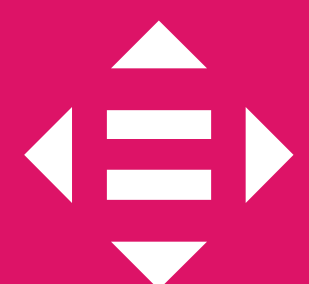
PROMOTING INCLUSIVE RECRUITMENT: URDANETA CITY UNIVERSITY'S COMMITMENT TO SDG 10 – REDUCED INEQUALITIES

One of the fundamental principles of **Sustainable Development Goal 10 (SDG 10): Reduced Inequalities** is ensuring that institutions not only welcome diversity but actively **take planned actions to promote it**. In higher education, this responsibility extends to both **student admissions** and the **recruitment of staff and faculty members**. A university's inclusivity is not defined merely by who is admitted, but by who is encouraged, supported, and empowered to be part of the academic community.

At **Urdaneta City University (UCU)**, inclusivity is not left to chance—it is strategically embedded in the university's recruitment, admissions, and human resource development systems. UCU recognizes that certain groups, such as **ethnic minorities, persons with disabilities (PWDs), low-income individuals, indigenous peoples, women, LGBT persons, and other marginalized sectors**, have historically faced barriers in accessing education and employment opportunities. As part of its commitment to SDG 10, UCU implements planned initiatives to bridge these gaps through targeted recruitment programs, scholarships, faculty development opportunities, and community outreach.

MAKE SDG#10 A REALITY

10 REDUCED
INEQUALITIES



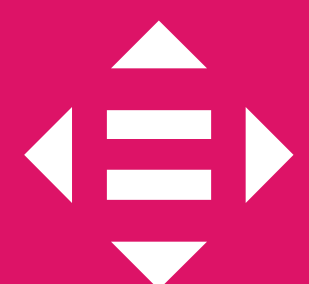
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In student recruitment, UCU conducts **community-based enrollment drives** and **information campaigns** in rural and disadvantaged areas to encourage applicants from low-income and underrepresented backgrounds. The university also offers **scholarship and financial aid programs** to ensure that qualified individuals are not hindered by economic challenges. These programs not only expand educational access but also empower students to thrive and become catalysts for inclusive growth.

For staff and faculty recruitment, UCU ensures that its hiring processes are guided by **equal opportunity principles**. Job postings and calls for applications are written in inclusive language and widely disseminated through accessible platforms. The **Human Resource Management Office (HRMO)** is tasked with ensuring that recruitment panels uphold fairness, diversity, and representation.

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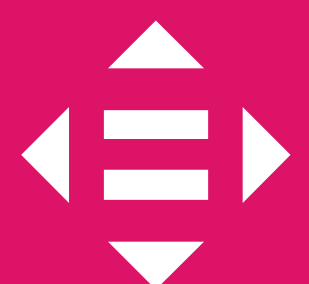
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Additionally, UCU provides training and development programs to prepare underrepresented faculty and staff for leadership and professional advancement.

Through these deliberate and measurable actions, **Urdaneta City University** exemplifies how inclusive recruitment contributes to achieving **SDG 10**. By opening its doors to all qualified individuals—regardless of background, identity, or circumstance, UCU strengthens the culture of equality and diversity within the academic community. In doing so, the university not only transforms lives but also reinforces education as a powerful tool for reducing inequalities in society.

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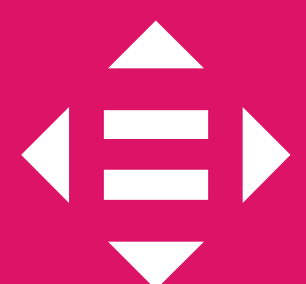
URDANETA CITY UNIVERSITY STRENGTHENS ITS COMMITMENT TO SDG 10 THROUGH THE SEMINAR ON TEACHING 4.0

Urdaneta City University (UCU) continues to champion inclusivity and equality in education through its proactive initiatives aligned with the United Nations Sustainable Development Goal 10 (Reduced Inequalities). One notable example is the **Seminar on Teaching 4.0 for In-service and Pre-service Teachers**, held on **September 21, 2024**, at the **UCU Gymnasium**.

With the theme “Empowering Education Through the Teaching Profession 4.0: Elevating Excellence in a Gender-Responsive Environment,” the seminar underscored the importance of inclusivity, gender equality, and empowerment within the teaching profession. It served as a platform to enhance the competencies of both in-service and pre-service teachers while fostering a learning environment that values diversity and equal opportunities for all.

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By promoting a gender-responsive and inclusive approach to education, UCU reaffirmed its dedication to providing fair opportunities for educators regardless of gender, background, or identity. The active participation of both seasoned and aspiring teachers highlighted the university's holistic commitment to professional growth and equitable learning experiences across all levels.

This initiative reflects UCU's unwavering support for **Sustainable Development Goal 10**, as it continuously strives to reduce inequalities through quality education, professional empowerment, and the creation of an academic community where every educator and learner is valued, supported, and included.

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