

## STRENGTHENING INCLUSION THROUGH DIVERSITY AND EQUALITY STRUCTURES IN URDANETA CITY UNIVERSITY

In pursuit of the United Nations' Sustainable Development Goal 10 (SDG 10): Reduced Inequalities, higher education institutions are called upon not only to practice inclusivity but to institutionalize mechanisms that uphold it. This includes the establishment of dedicated diversity and equality offices, committees, or officers responsible for promoting inclusion, human rights, and equitable opportunities across the academic community.

At Urdaneta City University (UCU), the administration recognizes the significance of embedding equality into the very framework of the institution. Through its designated offices and committees — such as the Gender and Development (GAD) Focal Point System, Human Resource Management Office (HRMO), and Office of Student Affairs (OSA) — UCU ensures that policies, programs, and training sessions related to diversity, equity, inclusion (DEI), and human rights are actively implemented and monitored.

These bodies serve as advisory and operational arms of the university, working collaboratively to safeguard fairness and representation. They organize workshops, policy reviews, and gender sensitivity programs that foster a respectful environment for all students, faculty, and staff, regardless of background, gender, identity, or socio-economic status.

By institutionalizing structures dedicated to equality and inclusion, Urdaneta City University demonstrates a clear alignment with SDG 10's commitment to reducing inequalities within and among communities. The university not only complies with national laws on gender and human rights but also creates an empowering campus culture — one that values every individual and encourages diversity as a source of strength and innovation.

**MAKE SDG#10 A REALITY**

**10** REDUCED INEQUALITIES

