

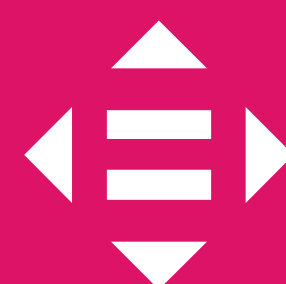
## STRENGTHENING INCLUSION THROUGH DIVERSITY AND EQUALITY STRUCTURES IN URDANETA CITY UNIVERSITY

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.

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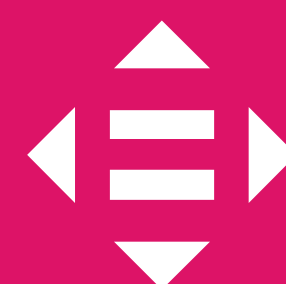
## STRENGTHENING INCLUSION THROUGH DIVERSITY AND EQUALITY STRUCTURES IN URDANETA CITY UNIVERSITY

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.

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# POLICY: DIVERSITY, EQUALITY, AND INCLUSION (DEI) POLICY

## Urdaneta City University

**Policy Created: 2023**

**Policy Reviewed: 2024**

### I. Purpose

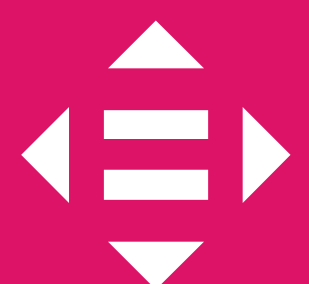
The purpose of this policy is to establish and maintain institutional mechanisms that promote **diversity, equality, inclusion, and human rights** at **Urdaneta City University (UCU)**. This policy ensures that all members of the university community experience a safe, inclusive, and equitable academic environment, consistent with the goals of **Sustainable Development Goal 10 (SDG 10): Reduced Inequalities**.

### II. Scope

This policy applies to all students, faculty members, administrative personnel, and stakeholders of UCU. It governs the creation, function, and coordination of university offices, committees, or officers responsible for implementing and monitoring diversity, equality, and inclusion initiatives.

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## POLICY: DIVERSITY, EQUALITY, AND INCLUSION (DEI) POLICY

### III. Definitions

#### **Diversity:**

The presence and respect for differences among people, including gender, ethnicity, age, ability, religion, and socio-economic background.

#### **Equality:**

The fair and impartial treatment of all members of the university community, ensuring equal opportunities for participation and success.

#### **Inclusion:**

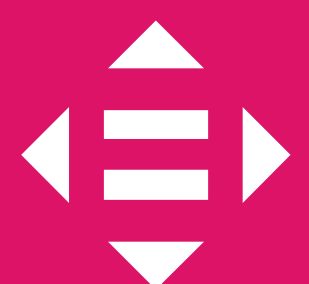
An intentional effort to create an environment in which all individuals feel welcomed, valued, and supported.

#### **Diversity and Equality Committee/Office:**

A body formally designated by the university to develop, implement, and monitor policies and programs on diversity, equity, inclusion, and human rights.

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## POLICY: DIVERSITY, EQUALITY, AND INCLUSION (DEI) POLICY

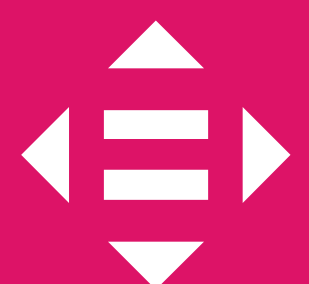
### IV. Policy Statement

Urdaneta City University is committed to fostering a diverse and inclusive academic community where everyone has equal access to opportunities and resources. The university shall maintain a **Diversity and Equality Committee (DEC)** and designate officers responsible for developing and enforcing programs, policies, and training initiatives that promote inclusivity and eliminate discrimination.

The committee shall advise the university administration on best practices and ensure compliance with both institutional and national equality standards, including those related to **gender sensitivity, cultural awareness, accessibility, and non-discrimination.**

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## POLICY: DIVERSITY, EQUALITY, AND INCLUSION (DEI) POLICY

### V. Roles and Responsibilities

#### 1. Diversity and Equality Committee (DEC)

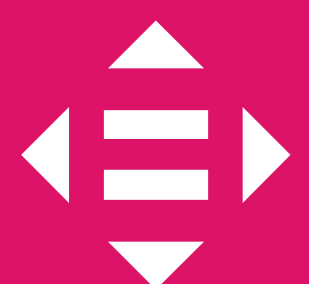
- Formulate and recommend policies on diversity, inclusion, and equality.
- Coordinate with other offices in conducting seminars, orientations, and training sessions.
- Monitor the implementation of DEI-related initiatives across all departments.
- Report regularly to the University President or designated authority.

#### 2. Gender and Development (GAD) Focal Point System

- Lead programs focused on gender equality and women's empowerment.
- Collaborate with DEC and HRMO to integrate gender-responsive practices in university operations.

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## POLICY: DIVERSITY, EQUALITY, AND INCLUSION (DEI) POLICY

### 3. Human Resource Management Office (HRMO)

- Implement inclusive hiring and promotion practices.
- Ensure that university employees undergo diversity and anti-discrimination training.

### 4. Office of Student Affairs (OSA)

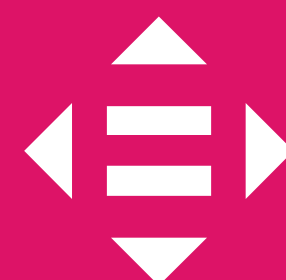
- Promote inclusive student activities and support mechanisms for underrepresented groups.
- Handle student concerns related to equality or human rights violations.

### 5. All Members of the University Community

- Demonstrate respect and uphold the principles of diversity and inclusion.
- Participate in DEI-related seminars and comply with university equality policies.

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## POLICY: DIVERSITY, EQUALITY, AND INCLUSION (DEI) POLICY

### VI. Implementation

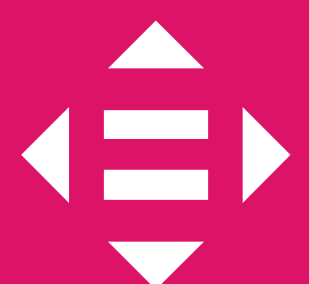
The Diversity and Equality Committee shall conduct annual reviews of institutional policies, organize awareness programs, and evaluate the university's progress toward achieving inclusivity goals. The committee shall prepare an annual **Diversity and Inclusion Report** summarizing key achievements, activities, and recommendations.

### VII. Policy Review

This policy was **created in 2023** and **reviewed in 2024**. It shall be reviewed every two years to ensure its continued alignment with **SDG 10 – Reduced Inequalities** and relevant national frameworks on equality and human rights.

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## POLICY: DIVERSITY, EQUALITY, AND INCLUSION (DEI) POLICY

### VIII. Conclusion

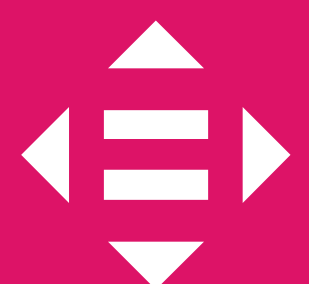
Through this policy, **Urdaneta City University** formalizes its institutional structures dedicated to promoting diversity, equality, and inclusion. The establishment of these mechanisms demonstrates UCU's proactive role in reducing inequalities, fostering human rights awareness, and cultivating a welcoming academic environment where everyone can thrive.

### Urdaneta City University Practices:

Urdaneta City University practices inclusivity by maintaining an active **Gender and Development (GAD) Committee** and other equality-focused offices that lead training programs on gender sensitivity, diversity, and human rights. The university conducts annual seminars, celebrates National Women's Month, and implements inclusive hiring and admissions policies to ensure equal representation and opportunity for all members of its academic community.

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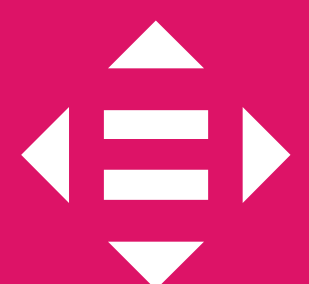
## URDANETA CITY UNIVERSITY CHAMPIONS INCLUSION THROUGH MENTORING AND PEER SUPPORT PROGRAMS

Urdaneta City University (UCU) demonstrates its commitment to fostering an inclusive and supportive campus environment through comprehensive mentoring, counseling, and peer support programs designed for students, faculty, and staff from underrepresented groups. Recognizing that diversity strengthens learning and community life, UCU provides structured avenues for guidance, advocacy, and personal development to ensure that all members of its community can thrive academically, professionally, and socially.

Through its dedicated support initiatives, UCU offers one-on-one and group mentoring programs that connect students from underrepresented backgrounds with experienced faculty and senior peers who provide guidance on academic challenges, career planning, and personal growth. Similarly, staff and faculty members have access to professional mentoring networks that focus on leadership development, workplace inclusion, and navigating institutional structures. These programs are designed not only to enhance performance and retention but also to foster a sense of belonging and empowerment across campus.

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## URDANETA CITY UNIVERSITY CHAMPIONS INCLUSION THROUGH MENTORING AND PEER SUPPORT PROGRAMS

In addition, the university's counseling services provide confidential psychological support, wellness coaching, and stress management resources tailored to the unique challenges faced by underrepresented groups. Peer support programs further strengthen community bonds by encouraging dialogue, collaboration, and mutual encouragement, creating a culture of care and solidarity within UCU.

By integrating these mentoring and support frameworks into campus life, Urdaneta City University ensures that its commitment to equity and inclusion is not only policy-driven but also practice-oriented. These programs help remove barriers, nurture potential, and cultivate an environment where diversity is celebrated, and every member of the university community can access the guidance and support needed to succeed. Through these efforts, UCU continues to model how higher education institutions can actively promote social equity, personal development, and professional advancement for all.

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