

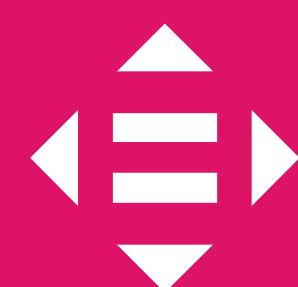
URDANETA CITY UNIVERSITY STRENGTHENS ITS COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

In pursuit of the **United Nations Sustainable Development Goal 10: Reduced Inequalities**, Urdaneta City University (**UCU**) continues to champion a campus environment rooted in fairness, inclusivity, and human dignity. Through the establishment of its **Diversity, Equity, and Inclusion (DEI) Committee**, UCU solidifies its commitment to ensuring that every member of the academic community—students, faculty, staff, and visitors—feels represented, respected, and empowered.

The DEI Committee serves as the **university's core advisory and action body** dedicated to addressing issues related to equality, diversity, and human rights. It functions under the guidance of the university administration and in close coordination with key offices such as the **Office of Student Affairs and Services (OSAS)**, the **Guidance and Counseling Office**, the **Human Resource Management Office (HRMO)**, and the **Gender and Development (GAD) Office**. Together, these units work hand in hand to develop inclusive programs and policies that reflect UCU's long-standing principle of education for all.

MAKE SDG#10 A REALITY

10 REDUCED INEQUALITIES



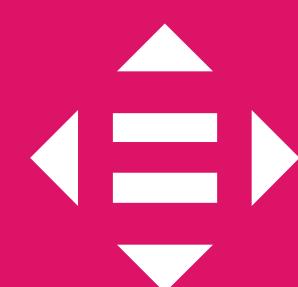
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One of the committee's major roles is to design and implement **training, workshops, and awareness campaigns** that promote respect for cultural, gender, and ability diversity. These programs educate both students and employees on the importance of equitable treatment, non-discrimination, and empathy in all interactions—core values that align perfectly with **SDG 10's goal of reducing inequalities of opportunity and outcome.**

Beyond policies, the DEI Committee ensures that the university's commitment to equality is visible in everyday practices. This includes promoting accessible education for persons with disabilities, ensuring fair hiring and promotion practices for employees, and maintaining a zero-tolerance stance against harassment or discrimination. The committee also provides recommendations to the university leadership on how to continuously improve institutional inclusivity, creating a dynamic feedback loop between governance and the student body.

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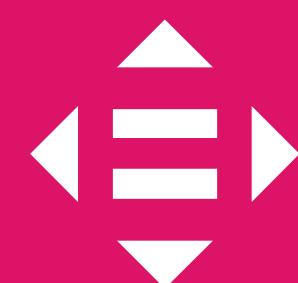
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Through these sustained efforts, **Urdaneta City University proves that inclusion is not a one-time initiative but a continuous mission**—one that echoes in every classroom, office, and campus event. UCU's diversity initiatives are not just compliance measures; they represent the university's belief that genuine learning happens when everyone is given equal space to contribute and succeed.

By fostering a safe and inclusive environment for all, UCU embodies the true essence of **SDG 10: Reduced Inequalities**, showing that higher education can be both transformative and just—a place where diversity is celebrated, and equality is lived.

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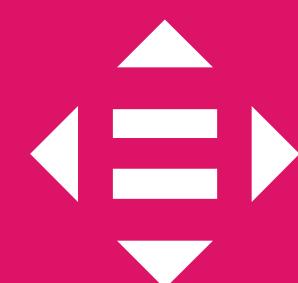
URDANETA CITY UNIVERSITY ESTABLISHES DIVERSITY & EQUITY OFFICE TO CHAMPION INCLUSION

Urdaneta City University (UCU) has strengthened its commitment to inclusivity, equality, and human rights through the establishment of a dedicated **Diversity and Equity Office** tasked with leading initiatives on diversity, equity, inclusion (DEI), and campus-wide awareness. This office, created under the direction of the university's administration, serves as the central body responsible for advising leadership, formulating policies, and implementing programs that promote fairness, respect, and representation within the UCU community.

The Diversity and Equity Office plays a vital role in ensuring that UCU's policies and practices reflect its values of inclusivity and equality. It is responsible for developing and conducting training programs on gender sensitivity, inclusive language, accessibility, and human rights awareness for both students and employees. In addition, it provides support to individuals who may experience discrimination or exclusion, helping foster a safe, respectful, and supportive environment for all.

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Beyond policy implementation, the office also works closely with various university departments, student organizations, and external partners to advance equity-based initiatives such as the recruitment of underrepresented groups, creation of accessible facilities for persons with disabilities, and the promotion of campus-wide awareness campaigns celebrating diversity. By integrating diversity and inclusion into all levels of university operations, UCU ensures that its commitment to equity is both meaningful and sustainable.

Through the establishment of this office, Urdaneta City University aligns itself with global standards in higher education that recognize the importance of inclusive governance and community empowerment. This initiative not only enhances the university's academic and social environment but also prepares its students to become compassionate, culturally aware, and socially responsible citizens. UCU's Diversity and Equity Office stands as a testament to the institution's continuous pursuit of fairness, equality, and human dignity for all members of its academic community.

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