



## **BP 7100 Commitment to Equity, Diversity, and Inclusion**

### **References:**

ORS 350.375

In higher education, equity refers to ensuring that each student receives what they need to be successful through the intentional design of the college experience. Rogue Community College believes that access to a high-quality education in an equitable, inclusive environment is the right of all individuals. Rogue Community College is committed to dismantling the barriers facing underrepresented<sup>1</sup> students by routinely reviewing structural barriers to equity and investing in equity-minded policies, practices, and behaviors that lead to success for all students.

Rogue Community College is also committed to employing qualified administrators, faculty, and staff who are dedicated to student success. The Board of Education recognizes that diversity in the academic environment fosters cultural awareness and promotes mutual understanding and respect. Rogue Community College is committed to engaging in hiring and employee development processes that support the goals of equity, diversity, and inclusion, and provide equal consideration for all qualified candidates.

**Rescinds Policy Number: None**

**Adopted: December 17, 2019**

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<sup>1</sup> Examples of historically underrepresented students include but are not limited to: first-generation, low-income, students of color; adult students; marginalized orientations, gender identities, and intersex students; students with second-language backgrounds; undocumented students; veterans; students with disabilities; students with dependents; foster care youth; homeless youth; and formerly and currently incarcerated students.