

AUHS is committed to fostering a campus environment that values diversity, promotes equity, and ensures inclusion. This commitment is rooted in the belief that a diverse and inclusive community enhances the educational experience for all members and prepares them to thrive in an interconnected world. This Diversity, Equity, and Inclusion (DEI) policy outlines our dedication to creating an environment that respects and celebrates differences, removes barriers to success, and promotes a sense of belonging for every member of our community.

## I. Diversity

AUHS recognizes the strength that comes from a diverse community and is committed to promoting diversity in all its forms, including but not limited to race, ethnicity, gender, sexual orientation, socio-economic status, age, ability, nationality, religion, and veteran status. We strive to create an inclusive environment that values and leverages the unique perspectives and backgrounds of our students, faculty, staff, and community members.

AUHS promotes diversity and is committed to creating a supportive and accessible educational experience and a learning environment that recognizes cultural competence and diversity as crucial in promoting students' academic excellence. The institution has invested in continuous efforts to create a richer understanding of the collaboration between diversity and health, as well as its commitment to provide students, alumni, staff, and faculty with resources and knowledge to increase awareness about marginalized and vulnerable populations as well as other relevant cultural competence issues that impact student learning and healthcare delivery.

AUHS is committed to implementing inclusive recruitment processes. We will actively seek diverse candidates for faculty and staff positions by leveraging multiple channels, ensuring broad outreach, and mitigating unconscious biases. We will provide training and resources for search committees to recognize and challenge biases, fostering an inclusive and fair evaluation of all applicants. Emphasis will be placed on creating diverse search committees that reflect the composition of our university community.

## II. Equity

At AUHS, equity is defined in terms of how the institution views people and allocates learning, teaching, and support materials equally. Equity is foundational to AUHS' commitment to fairness and justice. We are dedicated to identifying and eliminating systemic barriers that may prevent equal access to opportunities and resources.

For AUHS, equity includes infinite intersections and dimensions of identity, including economic profiles, immigration status, gender, age, job description, and religion, among others.

AUHS recognizes power imbalances in the distribution of resources, opportunities, and access

To realize our commitment to diversity, equity, and inclusion, AUHS will:

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