

### **Why focus on diversity?**

Diversity in the Associated Students fosters inclusivity that allows our organization to increasingly strengthen our leadership position and representation of Western students. By integrating a multiplicity of backgrounds, diverse ideas and concepts will find their way into and improve AS operations, which will contribute to our university's quest in being considered a premiere, world-class institution.

### **Promoting diversity in the AS**

By drawing upon one of the identified values in the AS Strategic Plan, Inclusion, we must stress civility, collaboration, trust, openness, and equity among our employees and their interactions with the campus community. We must therefore address the following:

- ♦ ◆◆◆ Representational Diversity - The degree to which the AS attracts, retains, and develops employees as student leaders proportionally to the diversity profile of our university.
- ◆◆◆ Institutional Awareness - Extending diversity at all levels in the AS through a culture that is aware of multiculturalism, pluralism, and equity.
- ◆◆◆ Climate - The degree to which the events, messages, symbols, values, etc. of the AS make it a welcoming and inclusive environment for all students and members of the Western community regardless of identity.

### **Representation of Diversity**

While hiring, the AS must make efforts to give all Western students equal opportunity for employment. We must also acknowledge and educate those we do hire so employees understand the importance of diversity within and outside our organization. Upon developing student employees as leaders, we must reinforce them by recognizing and rewarding them for their work for diversity.

Furthermore, we will help to create a campus-wide community that celebrates diversity as one of its strengths and as a means of shaping the identity of both the AS and university.