

## **A CEAP diversity definition statement to be used with job postings to support our commitment to diverse people and practices. (Suggested)**

The College of Education and Allied Professions (CEAP) at Western Carolina University is committed to attracting and retaining a diverse workforce. At the CEAP, we value our faculty's and staff's unique identities and varied experiences. As a college community, we are dedicated to creating an equitable and inclusive environment where ethical teaching and workplace practices are centered to build a more just workplace. We strongly believe that each individual's uniqueness within the CEAP community creates a rich environment that challenges our individual ways of thinking and enables us to learn and grow together.

CEAP faculty and staff engage positivity-focused perspectives as allies and co-conspirators where potential for impactful change and movement toward greater diversity, equity, and inclusivity are goals. Using research-informed strategies both in and out of the classroom, the CEAP embraces diversity, equity, and inclusion as a core value and makes it our mission to proactively focus on improving diversity, equity, and inclusion in our community.