



## **Statement of Commitment to an Inclusive Institutional Culture**

**May 2021**

Nelson Mandela University is committed to inclusive excellence and values that celebrate all forms of diversity. Diversity includes race, colour, culture, gender, gender identity and expression, sexual orientation, religion, age, national origin, ancestry, disability, and/or class. We recognise that the University is both a contested and generative space, supporting the concurrent existence of multiple perspectives and experiences.

Our mission, vision and values require us to engender an inclusive culture, free from bias, prejudice, discrimination and hurtful/hateful conduct towards our students, employees, alumni and other relevant stakeholders. We support educational experiences and conditions that encourage social inclusion and cohesion, contributing to a society based on democratic values, social justice and fundamental human rights.

We denounce all forms of behaviour that conflict with our values. We are committed to eliminating all forms of discrimination and exclusion, including discrimination on the grounds of race, gender, sex, pregnancy, ethnic or social origin, colour, sexual orientation, age, disability, religion, consciousness, belief and culture.

### **Action Statements:**

Embedding our values can be realised by:

- Fostering mutual respect, collaborative relationships, unambiguous communication, explicit understandings about expectations and critical self-reflection.
- Honouring freedom of expression, ideals of citizenry, and civility of discourse, as fundamental to personal, professional, and organisational growth.
- Challenging and dismantling systemic oppression.

- Freely expressing who we are, our own opinions and points of view.
- Fully participating in teaching, learning, work and social activities.
- Feeling safe from abuse, harassment, bullying and/or unfair criticism.
- Providing effective leadership in the development, coordination, implementation and assessment of a comprehensive range of programmes and services to promote diversity and understanding of differences.
- Offering educational opportunities toward the development of socially responsible leaders who are willing to engage in discourse and decision-making that can lead to co-creative, transformational change within the University and our broader society.
- Intentionally nurturing a culture of open-mindedness, compassion, and inclusiveness among individuals and groups.
- Purposefully building teams/groups whose members have diverse cultures, backgrounds and life experiences.
- Creating and maintaining opportunities for engagement, education, and discourse related to issues of equity, diversity and inclusion.
- Providing effective reporting mechanisms to address any form of exclusion and discrimination at the University.