

## University of Montana, College of Health Professions and Biomedical Sciences Diversity\* Statement

The University of Montana's College of Health Professions and Biomedical Science (CHPBS) is home to Pharmacy Practice, Family Medical Residency of Western Montana, School of Social Work, School of Physical Therapy and Rehabilitation Sciences, School of Public and Community Health Sciences, School of Speech, Language, Hearing and Occupational Sciences, School of Integrative Physiology and Athletic Training, and Department of Biomedical and Pharmaceutical Sciences.

Our College recognizes the importance of diversity and inclusion to promote equity and excellence: in education; clinical service; community service; community collaboration; global health; innovative science; effective health policy development; and in effectively responding to the needs of underserved populations. We are collectively committed to the empowerment of individuals, families, and communities and the promotion of a more just society.

### Goals

- Advance diversity and inclusion in recruitment, retention, and success for students, faculty and staff at CHPBS.
- Become a community of recognized leaders in diversity and inclusion in education, research, and service in health professions and sciences.
- Create an environment that promotes the dignity and respect of our diverse students, faculty and staff that is responsive to the needs of all persons and recognizes the strength of diverse perspectives to promote health for all.
- We are dedicated to the values of diverse opinions and perspectives while educating a health care workforce that is mindful of the potential for bias in science and health. Cultural humility is a central principle that allows for providers, students, faculty, and staff to be aware of cultural differences for all individuals to reduce the potential for unintended harm in clinical or educational setting.

### \*Diversity Definition

The University of Montana seeks to enhance diversity by recognizing and embracing the differences in age, ideas and perspectives, disabilities, creed, ethnicity, gender identity, gender expression, veteran status, national origin, race, religious and spiritual beliefs, sex, sexual orientation, and the socioeconomic and geographic composition of its faculty, administrative professionals, staff, and students.