

## STATEMENT OF INCLUSIVE INTENT

Although we have made significant strides towards a more inclusive society, we recognize there is still much work to do. Even today, some populations are disadvantaged based on race, ethnicity, gender, gender identity, socioeconomic status, generational patterns of education, or other factors outside their control. In Institutional Research, we are determined to help UVU leaders address this gap by:

- Grounding conversations of campus leaders with data, rather than perceptions and pre-conceived notions. Where some may serve this effort by ensuring that race, gender, and other demographic characteristics are excluded from decision-making, in IR we intentionally expose and explore differences in gender, race, socioeconomic status, etc. Through the comparison of various subpopulations, we hope to understand what work there is still to do.
- Recognizing that although data may seem objective, it has limitations and contains underlying biases in what questions are being asked, how groups are defined, and how certain facts are spotlighted while others are ignored. We seek to identify and mitigate these biases so far as possible.
- Educating our own staff and contributing to the education of UVU's community with regards to issues of inclusion and diversity.