

Diversity

Diversity, Equity, and Inclusion at Azusa Pacific University — *Being. Becoming. Belonging.*

“As a Christ-centered community, Azusa Pacific University approaches diversity from a biblical perspective, affirming that diversity is an expression of God’s image, love, and boundless creativity.”

—*What We Believe: Our Identity and Values in Community*

APU’s Diversity, Equity, and Inclusion (DEI) Division (<https://www.apu.edu/diversity/>) is committed to partnering with administration, faculty, staff, and students to cultivate a diverse community, an inclusive climate, and an equitable environment that reflects Christ-centered engagement, promotes student and employee thriving, and enables Azusa Pacific University to become the premier Christian university engaging, educating, and equipping diverse learners and leaders. The division strives to promote a university community that honors and respects each individual’s uniqueness while celebrating our collective commonalities. In addition to facilitating robust conversations and strategic engagement that leads to the advancement of diversity, equity, and inclusion across the university, the DEI Division also elevates efforts to recruit, hire, and support a diverse community in an effort to create a milieu that reflects the mosaic of God’s Kingdom. The divisional distinctives below conceptualize desired outcomes that inform our vision for the diverse demography of faculty, staff, and students at APU.

- **Being.** Celebrating the presence and God-given capacity of each individual while also acknowledging implicit biases that we bring to the community.
- **Becoming.** Developing cultural competency and fluency to effectively engage and advance the work of God in a diverse community and world.
- **Belonging.** Cultivating a university culture and climate that fosters intercultural engagement, authentic community, and belonging.

In particular, the Center for Reconciliation and Diversity (<https://www.apu.edu/scrd/>) primarily serves APU’s diverse student population, and the Office of Military and Veteran Services (<https://www.apu.edu/militaryeducation/services/>) supports the holistic development and success of APU’s diverse military-connected students. Visit our website (<https://www.apu.edu/diversity/>) to learn about additional diversity-related services and programs. To report only **nonemergency** bias-related incidents, use the Bias Incident Reporting (<https://www.apu.edu/diversity/bias/>) tool.

Thank you for your partnership and collaborative engagement.

Keith E. Hall, EdD

Vice President for Student Belonging, Chief Diversity Officer