



College and University Professional Association for Human Resources

CUPA-HR POSITION STATEMENT

INCLUSION CULTIVATES EXCELLENCE

OUR CORE VALUES AND BELIEFS

CUPA-HR values diversity, advocates inclusive and equitable practices and engages its members in establishing a culture in higher education that welcomes, learns from and celebrates differences among people. CUPA-HR recognizes that a commitment to diversity, equity and inclusion is essential to achieving excellence for our Association and our member institutions.

OUR SHARED INSTITUTIONAL RESPONSIBILITY

Higher education human resource (HEHR) professionals, and others responsible for managing the higher education workforce, directly affect institutional excellence by fostering individual commitment to and engagement in building a diverse, equitable and inclusive community. This means that we all must work together to build institutional capacity and individual capability, to shape culture and to cultivate supportive and inclusive learning environments that advance organizational effectiveness and success.

OUR UNIQUE POSITION TO PROVIDE LEADERSHIP

HEHR professionals are uniquely positioned to, and therefore must, provide leadership for institutional efforts to expand the opportunities and address the challenges created by the changing workforce and the local, global and environmental forces prompting those changes. CUPA-HR programs and services will include resources to develop the knowledge, skills and cultural competence that members need to help institutions manage these significant opportunities and challenges. CUPA-HR programs and services also will help members explicitly replace barriers discrimination, exclusion and bias (both conscious and unconscious) with inclusive and equitable practices. The role of higher education to develop the talent and capabilities of the future global workforce makes this work imperative.

OUR CALL TO ACTION

This statement has been broadly vetted by U.S. and international CUPA-HR members. To specify the proactive commitment of CUPA-HR to excellence through diversity, equity and inclusion, the Board of Directors and the staff have engaged members in developing the appended action plan to ensure that this statement is supported by clear and definitive actions by the Association and by its members. CUPA-HR will periodically assess our efforts to make certain they yield positive results, and we will update our action plan annually to confirm that our commitment is sustained.