

Goddard College Board of Trustees

Statement of Commitment to Social Justice, Diversity and Inclusion

The Board of Trustees shall be responsible for the good name, the assets and the policies of the College. The Board of Trustees shall have the entire management and control of the property and affairs of the College. All corporate powers shall be exercised by or under the authority of the Board. The Trustees may adopt such rules and policies for the management of the College as they deem proper or necessary for the execution of the Board's responsibilities. The Board is responsible for assuring that its decisions and the actions of its surrogates support the mission, vision and values of the College.

The Goddard College Board of Trustees is committed as part of its responsibilities to exercise its roles and responsibilities consistent with the principles of social justice, inclusion and diversity.

(1) **Social Justice** necessarily includes the social, economic, political, cultural, and environmental realms and thus is characterized by:

- equal access to resources, including education, healthcare, guidance, advocacy, employment, and opportunities for success;
- democratic processes as a means to achieving justice and equality;
- equal rights, basic liberties, and respectful treatment.

The Goddard College Board of Trustees is committed to addressing any inequity in its management of the affairs of the Board, to monitoring the College's efforts to counter oppression and inequity, and to providing oversight of all functions of the College as they relate to social justice, across all constituencies and roles, within our curricula and pedagogies, and in our programs and processes.

(2) **Diversity** is the range of human differences, including but not limited to religious beliefs and faiths, race, culture and/or national origin and/or ethnicity, gender identity and expression, sexual orientation, socio-economic class; experience, academic and social capital, talents, political beliefs, physical abilities, age, and ways of knowing.

The Goddard College Board of Trustees is committed to understanding and

acknowledging differences and honoring, learning from, and celebrating diversity, both in its management of the affairs of the Board and in its oversight and in all functions of the College which include its admissions, hiring, pedagogies, programs, and processes.

(3) **Inclusion**, is strongly connected to both social justice and diversity. **Inclusion** is the deliberate act of welcoming **diversity** and creating an environment where all different kinds of people can thrive and succeed. It includes:

- openness to all, respect for the dignity of all;
- a respectful community in which all can participate fully and equally;
- a safe environment in which all can develop their views and voice.

The Goddard College Board of Trustees is committed to supporting the inclusion of all, both in its management of the affairs of the Board and in its provision of oversight of the work of the College in an open, safe, and respectful community that honors the dignity, full and equal participation, and voice of all.



Gloria J. Willingham-Toure' PhD
Chair, Goddard College Board of Trustees
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