



Cosmopolitan's

Valia C. L. College of Commerce & Valia L. C. College of Arts

EQUITY DIVERSITY AND INCLUSION POLICY

This policy reaffirms our commitment to equity, diversity, and inclusion and aims to create and nurture a diverse and inclusive community within the college. This policy is in place to support diversity, equality, human dignity, and mutual respect in our daily interactions and decisions. This policy reiterates our belief that an environment of equity, diversity, inclusion, creates a sense of belonging and contributes to excellence, innovation, and creativity in all domains.

The college and all its stakeholders are committed to

- Foster a culture that embraces equity, diversity, inclusion, and belonging.
- Acknowledge and address the biases, underlying beliefs and values, assumptions, and stereotypes that may inhibit opportunities for working and learning.
- Fostering a positive, informed and inclusive attitude towards each other.
- Ensure an environment that is free of discrimination and harassment
- Ensure the inclusion of underrepresented groups in decision-making.

We dedicate ourselves to

- Critically reviewing structures, systems, procedures, and processes in the college to address issues of underrepresentation and disadvantage.
- Ensure curriculum delivery in keeping with the principles of equity, diversity and inclusion.
- Critically review all college documents and publications to ensure the use of inclusive and non-discriminatory language and images that reflect social and cultural diversity.
- Provide a physical and virtual environment that is accessible.
- Create and sustain a welcoming environment that reflects our social and cultural diversity in all practices.