

## REAFFIRMATION OF EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

January 2001

The mission of the Arizona Board of Regents is to develop and maintain an outstanding university system that meets the expanding and diverse teaching, research and public service needs of the citizens of Arizona. To accomplish this mission, the Arizona Board of Regents and the three state universities under its governance, the University of Arizona, Arizona State University and Northern Arizona University' recognizes that culturally diverse student bodies, faculties, administrators and staff are a necessary condition for continued excellence.

The Board is committed to provide a work and educational environment of excellence for all qualified persons. We guarantee equal opportunity in all personnel, student and sponsored programs and activities regardless of race, color, religion, sex, age, national origin, disability, special disabled veteran and Vietnam era veteran status.

The Board reaffirms its commitment to addressing cultural diversity within the student bodies and workforce in the Arizona University System. The Board engages in affirmative action in order to attract and retain women and ethnic minorities who have been underrepresented in our student bodies and workforce. Continuing affirmative efforts in such activities as recruitment, selection, training, promotion, compensation, benefits, admissions, advising, housing, and student financial assistance is of necessary to achieve and reflect the cultural diversity of the public community we serve.

The Board and the three state universities have undertaken major initiatives to address cultural diversity. Recommendations from the Task Force on Excellence, Efficiency and Competitiveness, the Ad Hoc Committee on University Access and Retention and the Commission on the Status of Women are regularly monitored for continuing effectiveness.

Each of us in the Arizona University System has an important role in contributing toward building an educational and work environment that fosters and values cultural diversity. By reaffirming our commitment to practice equal opportunity and affirmative action in all our educational and work activities we will collectively create a model public university system that is accessible to everyone, invites everyone to participate and reflects the multi cultural richness of the communities it serves.