

Marcella Niehoff School of Nursing

New Inclusive Excellence Policies

(Effective Spring 2022)



INCLUSIVE EXCELLENCE STATEMENT

Working toward inclusive excellence includes building intrapersonal and interpersonal awareness, engaging in curriculum transformation, teaching with an inclusive pedagogy, and building inclusive learning environments. We recognize that our community is strengthened by the diversity of our students, faculty, and staff along the social dimensions of race, color, religion, biological sex, age, sexual orientation, gender identity or expression, national or ethnic origin, ancestry, disability, marital status, parental status, military/veteran status, or any other characteristic protected by applicable law. We are especially committed to helping our nation create a culture of health, promote health equity to reduce health disparities, and improve the health and well-being of all, especially for those groups who experience the health system disparately due to systemic oppressions.

PURPOSE

1. This statement sets forth a commitment to inclusive excellence in all of our handbooks, websites, admissions and recruitment materials, and in recruiting new faculty and staff.
2. It is a statement of who we are and who we continue to strive to be.
3. It clarifies the school's goals and mission.



CHOSEN NAME AND PRONOUNS STATEMENT

Class rosters and university data systems are provided to instructors with only students' legal names presented. Knowing that not all students use their legal names or identify with a gender that aligns with their sex assigned at birth, faculty members/I will use the name and/or personal pronouns you use. If you choose, you may email the faculty member/me directly to share your information. Additionally, if these change at any point during the semester, please let the faculty member/me know. For more information on how to change your name in LOCUS, please visit the Preferred Name Policy [here](#).

PURPOSE

1. Requires everybody to utilize the chosen names and pronouns of people who do not utilize the name on the roster or a pronoun that was assigned to them when their sex was assigned at birth.
2. Requires that good faith mistakes are recognized, learned from, and that education and conversations will occur to ensure those mistakes do not happen again.
3. Ensures that we actively extend and apply the values of dignity and respect equally across all students.

For more information on Inclusive Excellence at the Marcella Niehoff School of Nursing, visit <https://www.luc.edu/nursing/about/inclusiveexcellence/>