

## **Diversity Statement**

**Dean Patricia Hurn, University of Michigan School of Nursing**

The University of Michigan is committed to an environment that values and respects people of all genders, ages, races, sexual orientations or gender identities, cultural backgrounds, religions, abilities, nationalities, and beliefs. In keeping with these values, the School of Nursing places its highest priority on diversity, equity and inclusion, and seeks to ensure a positive, supportive climate in which all individuals are welcome.

We are a community that is built from diversity. We believe that diversity, the *presence of difference*, must be joined with equity, the *parity of difference*, and inclusion, an *open welcome to difference*. We recognize that conflicts between groups exist in our history and in our present, and we aim to be a space where we can work together to bridge the divisions among us.

As a faculty or staff member or a student in our community, your effectiveness in your role will be vastly enhanced by your ability to engage appropriately and compassionately with people from a variety of backgrounds, cultures, beliefs, and abilities. I encourage you to take advantage of the countless opportunities available to you to learn about diversity and to interact with others who are different than yourself. Each and every person you encounter has something valuable to share and teach you – be open to finding out what that is.

To assist you in identifying the numerous efforts and resources supporting diversity, equity, and inclusion, see [diversity.umich.edu](https://diversity.umich.edu), a comprehensive web portal that lists the many people, organizations and programs that support and advance diversity initiatives at the University of Michigan.

Please stay informed of the activities of the School of Nursing as we implement our 2016-2021 Strategic Plan for Diversity, Equity and Inclusion. The implementation group, faculty and staff of the school, along with myself and the school's leadership, are all working actively towards the goals set in the strategic plan, and this is one of our highest priorities.

Best regards,  
Patricia D. Hurn  
Dean and professor