



CMI

College of the Marshall Islands

Accredited by the Western Association of Schools and Colleges

P.O. Box 1258
Uliga Campus
Majuro, Marshall Islands, MH 96960

Tel: (692) 625-3394/3291/4931
Fax: (692) 625-7203
Email: bor.regents@cmi.edu

CMI Policy No. 120.

Social Justice, Diversity and Inclusion

Status:	Active
Effective Date:	December 5, 2023
Approval Date:	December 5, 2023
Steward:	Board of Regents
Approval Authority:	Board of Regents
Policy Type:	Governance policy

Policy Statement

CMI will maintain a college environment that promotes social justice, inclusivity, and diversity, fostering a culture of respect, understanding, and equity among students, faculty, and staff. This policy focuses on various aspects of campus life, ensuring equal opportunities for all members of the college community and fostering a supportive environment for personal growth and academic success.

Reason for the Policy

The College has a diverse community of faculty, staff and students. A diverse community comprises many groups that have differing needs and face different challenges and obstacles on their path towards success. The College is committed to creating a level playing field that allows all its members equal opportunity to succeed and thrive at the College and beyond, whether as a student, faculty or staff member.

Definitions

Social Justice - is a communal effort dedicated to creating and sustaining a fair and equal college community in which there is equality of opportunity for each person, and all groups are valued and affirmed.

Diversity - the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, *sexual orientations, etc.*



CMI

College of the Marshall Islands

Accredited by the Western Association of Schools and Colleges

P.O. Box 1258
Uluga Campus
Majuro, Marshall Islands, MH 96960

Tel: (692) 625-3394/3291/4931
Fax: (692) 625-7203
Email: bor.regents@cmi.edu

Inclusion - the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or intellectual disabilities and members of other minority groups.

Equity - meeting community members where they are by providing resources to people that are proportionate to what they need in order to thrive.

Statements of Elaboration of the Policy

The College will ensure the implementation of this policy throughout its campus and centers by taking appropriate action in the following 11 areas:

Addressing Systemic Structural and Cultural Inequality

The College's commitment to equity, diversity and inclusionary practices is rooted in its understanding of historical and systemic institutional structures and policies at an international, regional and national level, that have disadvantaged and marginalized certain groups, especially those with the least access to social goods and capital. Historically, only certain privileged and influential members of our society have had disproportionately greater access to social goods and capital. We are committed to identifying, addressing and resolving issues of systemic structural and cultural inequalities that have disadvantaged and disempowered individuals and groups at the College, and to ensure a more equitable and just distribution of our own limited resources.

Examples of systemic and cultural inequality at a local level include socially disadvantaged neighboring island students from remote communities disconnected from the main urban centers of Majuro and Ebeye, particularly those with low social, cultural, and racial capital. This limited capital, combined with poor social, health and educational services in these remote locations exacerbates poor outcomes for members of these communities.

Diversity, Equity, and Inclusion Awareness

All members of the college including students, faculty and staff will be made aware of the college's policy on diversity, equity, and inclusion to increase sensitivity towards issues related to social justice. Student, Staff and Faculty senates are to include this policy in their orientation and in-service programs as well as take other measures as necessary to educate their members on this policy and take appropriate actions to ensure its enforcement, such as (but not limited to) the creation of a senator for equity and diversity at the SGA.



CMI

College of the Marshall Islands

Accredited by the Western Association of Schools and Colleges

P.O. Box 1258
Uliga Campus
Majuro, Marshall Islands, MH 96960

Tel: (692) 625-3394/3291/4931
Fax: (692) 625-7203
Email: bor.regents@cmi.edu

Bias Incident Reporting and Response

Establish a confidential and accessible system for reporting bias incidents on campus. Ensure that reported incidents are promptly and thoroughly investigated, with appropriate actions taken to address the situation. Create support resources for affected individuals and offer restorative justice programs where appropriate.

Inclusive Recruitment and Preparation

Review and modify student recruitment practices to ensure they promote diversity and inclusivity. Implement a holistic approach to admissions that considers applicants' backgrounds, experiences, and accomplishments beyond traditional academic metrics.

Accessible Facilities and Services

Commit to creating an inclusive physical environment that accommodates the needs of all students, including those with disabilities. Improve campus accessibility by providing ramp access, elevators, braille signage, and other accommodations to enhance mobility and ensure equal participation in campus life.

Diverse Curriculum

Encourage faculty members to design curricula that reflect diverse perspectives, cultures, and historical narratives. Support the creation of courses that explore social justice issues, promoting critical thinking and empowering students to become active agents of change.

Social Justice Forum and Events

Host regular forums, workshops, and events that address social justice issues, providing opportunities for open dialogue, education, and engagement. Collaborate with student organizations to organize awareness campaigns and activities promoting social justice.

Inclusive Hiring and Promotion Practices

Institute policies and guidelines that prioritize diversity and inclusivity in the hiring and promotion processes for faculty and staff. Encourage proactive outreach to underrepresented communities and foster an environment that values diverse perspectives.

Safe Spaces and Allyship

Designate safe spaces on campus where students can express themselves and seek support without fear of judgment or discrimination. Encourage the development of allyship programs that promote solidarity among different groups on campus.



CMI

College of the Marshall Islands

Accredited by the Western Association of Schools and Colleges

P.O. Box 1258
Uliga Campus
Majuro, Marshall Islands, MH 96960

Tel: (692) 625-3394/3291/4931
Fax: (692) 625-7203
Email: bor.regents@cmi.edu

Financial Support for Equity Initiatives

Allocate resources to support equity initiatives, research, and projects that advance social justice on campus. This includes funding for student-led initiatives, events, and community outreach programs.

Ongoing Assessment and Accountability

Develop assessment procedures and regularly assess the effectiveness of this policy through surveys, focus groups, and feedback mechanisms. Ensure transparency in progress and challenges, and continually refine the policy based on insights and emerging social justice issues.

Cross Reference to Related Policies

Responsible Officer

The College President is responsible for this policy

Key Office to Contact Regarding this Policy and its Implementation

The President is the Responsible Officer and is responsible for the oversight and implementation of this policy.

Date of Initial Policy:

Dr. Elizabeth Switaj, Interim President

Date