

Statement on Campus Diversity and Inclusivity

As faculty, staff, and students of Christopher Newport University, we value individuals of diverse backgrounds and identities. We seek to create a campus culture in which individuals of diverse race, nationality, socioeconomic status, religion, political ideology, sexual orientation, gender identity and expression, and physical ability are equally welcomed, supported, and engaged in all aspects of campus life. The University particularly acknowledges the acute need to remove barriers to the recruitment, retention, and advancement of talented students, faculty, and staff from historically excluded populations who are currently underrepresented. We strive to create a campus community that increasingly reflects the tremendous diversity of the Commonwealth of Virginia and beyond and that serves and benefits all members of this community.

A diverse campus community is critically important to Christopher Newport University's mission to promote the ideals of scholarship, leadership, and service. We strive to prepare our students to leave this campus and engage effectively and compassionately with an increasingly diverse and pluralistic society at the national and global levels. We recognize that learning to respect and appreciate differences is a skill that students can only develop in a setting where they learn, live, work, and serve among individuals with diverse worldviews and values. This skill is a fundamental tenet of a liberal arts education, which prepares students to engage and respect different viewpoints, recognize the cultural context in which those viewpoints develop, and question the development of their own views and values. A diverse campus community, therefore, enhances learning outcomes and better prepares our students to be citizens and leaders in their own communities.

We strive to enhance the diversity of Christopher Newport University's campus by actively recruiting diverse students, faculty, and staff; enhancing infrastructure to support individuals of diverse groups both academically and socially; increasing the visibility of diverse members of the CNU community both on campus and in our interactions with the public; and further developing opportunities for our students to engage with diversity in the classroom, on campus, and in the local community. We recognize that different diverse groups may benefit from different services and support; thus, we will actively listen to their voices as we refine our programs of recruiting, supporting, and engaging diversity on our campus.