

# ASPIRE

## our commitment to diversity

Fresno State is a university built on the belief that diversity and inclusion are essential to academic excellence. That is why the President's Commission on Human Relations and Equity created a comprehensive plan to ensure that acceptance and fairness are embraced throughout the campus community.

The 30-person commission — students, faculty, staff, administrators and community members — worked for more than a year to develop “A Strategic Plan for Inclusion, Respect and Equity” (ASPIRE).

Committee chair Dr. Cynthia Teniente-Matson, university vice president for Administration and chief financial officer, says the project was a labor of love for all involved.

“We defined diversity very broadly and are dedicated to reducing any barriers to success caused by race, gender, religion, learning style, personality, age, or any human characteristics,” she says. “It was such a rewarding process to ensure that inclusion and respect positively influence all aspects of the university experience.”

The commission was founded by former Fresno State President John D. Welty, but the work continues with the full support of President Joseph I. Castro.

“As a native of the San Joaquin Valley, I was raised to appreciate that the rich tapestry of diversity that defines the region is one of our greatest strengths,” Castro says. “At Fresno State, exploring the diversity of thought and discouraging marginalization are valued as means of enriching knowledge and critical thinking.”

The commission declares race, ethnicity, socioeconomic status, culture, religion, linguistic diversity, ability, gender identity, sexual orientation, age, geographical region, personality, learning styles, life experiences and other human characteristics as elements of diversity.



The commission developed four themes to target all aspects of the campus community and identified within each theme strategies, actions and indicators to support the objective. The themes are:

- **Promoting and supporting excellence in teaching, learning and scholarship.**
- **Supporting student access and educational success.**
- **Recruiting, developing and supporting employees.**
- **Affirming a university culture of inclusion, respect and equity.**

*“I encourage everyone connected to Fresno State to learn more about this plan because diversity, inclusion and respect are everyone’s responsibility,” Teniente-Matson says.*

Information about the President’s Commission on Human Relations and Equity and ASPIRE is available at [www.FresnoState.edu/pchre](http://www.FresnoState.edu/pchre).