

POLICY ON DIVERSITY, EQUITY, AND INCLUSION

PURPOSE

At the Pontifical Catholic University of Puerto Rico's School of Architecture and Design, our mission is guided by the foundational teachings of the Catholic Church, which uphold the inherent dignity of every human being, the importance of social justice, and the need for solidarity among all people. As a Pontifical Catholic University, we are committed to fostering an environment that respects and values diversity, promotes equity, and embraces inclusion.

Rooted in the belief that every individual is created in the image and likeness of God (Genesis 1:27), we recognize the intrinsic worth and dignity of each member of our community. Our dedication to diversity, equity, and inclusion is not only a reflection of our faith but also an essential aspect of our academic mission. We believe that a diverse and inclusive community enriches the educational experience, enhances innovation, and prepares our students to serve effectively in a global society. This policy reaffirms our commitment to:

- Recognizing and respecting the inherent worth of every person.
- Striving for societal conditions that benefit all individuals and communities.
- Fostering a commitment to the well-being of all, especially the marginalized.
- Prioritizing the needs of the most disadvantaged.
- Valuing diverse perspectives and promoting a culture of encounter and dialogue.
- Protecting and advocating for the rights of all individuals.

SCOPE

This policy applies to all members of the School of Architecture and Design community, including students, faculty, staff, and administrators. It covers all aspects of university life, including admissions, hiring, promotions, curriculum development, research, student services, and community engagement. The policy aims to ensure that our practices reflect our commitment to diversity, equity, and inclusion and that all members of our community feel respected, valued, and supported.

PROCEDURES FOR IMPLEMENTATION

1. Recruitment and Retention
 - a. Actively seek to recruit and retain a diverse body of students, faculty, and staff that can provide varied perspectives in a diversity of realms.
 - b. Implement outreach programs and admissions efforts to underrepresented groups to encourage their participation in a more diverse academic community.
2. Curriculum and Research:
 - a. Integrate diverse perspectives into our curriculum and research, emphasizing the global and multifaceted nature of architecture and the Church's mission to promote the common good.

- b. Support research initiatives that address issues of social justice, equity, and inclusion.
- 4. Support and Resources:
 - a. Ensure equitable access to resources, opportunities, and support services for all members of our community.
 - b. Provide support services for students, faculty, and staff from underrepresented groups to help them succeed academically and professionally.
- 5. Reporting and Accountability:
 - a. Establish clear mechanisms for reporting and addressing incidents of discrimination, harassment, and bias.
 - b. Ensure that all reports are handled promptly and confidentially, with appropriate follow-up actions taken to address and resolve issues.
- 6. Community Engagement:
 - a. Engage with local, national, and global communities to promote architectural practices that are socially responsible and inclusive.
 - b. Encourage collaborations that support marginalized communities and contribute to equitable urban development.
- 7. Continuous Improvement:
 - a. Regularly assess our DEI efforts through surveys, feedback, and audits to identify areas for improvement.
 - b. Commit to ongoing learning and adaptation to better serve our diverse community, in fidelity to the Church's call to continual renewal.

By implementing these procedures, the PCUPR School of Architecture and Design is dedicated to creating a dynamic, inclusive, and equitable learning environment where every member can contribute their unique perspectives and talents. Through this policy, we uphold our Catholic identity and advance our mission of educating and forming individuals who are committed to building a just and compassionate world.

RESOURCES AND ADDITIONAL INFORMATION

Additional information regarding university guidelines, services and resources pertaining to the matter can be accessed through the following pages:

[PCUPR Consumer Information](#)
[PCUPR Human Resources Office](#)
[PCUPR Student Services Office](#)
[PCUPR Community Services Office](#)

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Pontifical Catholic University of Puerto Rico Notice of Non-Discrimination Under Title IX of the Education Amendments of 1972

The Pontifical Catholic University of Puerto Rico does not discriminate against any person on the basis of race, color, ethnicity, national origin, sex, sexual orientation, disability, medical condition, religion, military status, veteran status or age in admission or access to, or treatment or employment in its educational opportunities, programs and activities as required by applicable laws and regulations. The University is exempt from Title IX provisions that are not consistent with the religious tenets of the Roman Catholic Church.

Inquiries concerning the application of regulations prohibiting discrimination may be referred to the designated Section 504 Coordinator or the Office of Civil Rights. The following persons have been designated to handle inquiries:

Prof. Wanda Soto
Section 504 Coordinator
Director Office of Persons with Disabilities
Student Center, González Pató Bldg., Ponce Campus
Tel. 787-841-2000, ext. 1460, 1461, 1462.
Email: 504coordinator@pucpr.edu

Dr. Waddy Mercado
Institutional Compliance Office
Valdés Building, 4th Floor
Tel. 787-841-2000, ext. 1620
Email: 504hotline@pucpr.edu