

# Simmons UNIVERSITY

BOSTON MASSACHUSETTS | EST 1899

Name: Simmons University

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Industry: Education

Corporate address: Massachusetts, Boston,

## **Description**

Located in the heart of Boston, Simmons University encompasses the many benefits of a small university in the nation's best "college town."

For more than a century, Simmons has offered a pioneering liberal arts education for undergraduates integrated with professional work experience. Today, we also offer renowned coeducational graduate programs in nursing and health sciences, education, liberal arts, management, communications, social work, public health and library and information science.



## **Organizational Culture, Inclusion & Equity**

## **Our operating framework is inclusive excellence**

We are committed to holding true to our founding principle of inclusion — embracing students from all backgrounds and all forms of human uniqueness to create an environment of true religious, cultural, racial, sexual orientation, gender expression and ability diversity.

As part of our 2022 strategy, we are incorporating [i](#)nclusive excellence as a standard practice in recruitment and retention. We believe inclusive excellence should be the thread that runs through all we do.

In addition, we've formed Inclusive Excellence in Hiring committee consisting of this office of Organizational Culture, Inclusion and Equity and Human Resources, and will also include representatives from our faculty, staff, student and alumnae/i populations. We will reflect on our progress and outcomes and elicit feedback regularly to ensure accountability.

While more than a fifth of our undergrads identify as African American, Latinx, Asian, Native American and multi-racial combined, we recognize the importance of acknowledging the unique identity of each group we serve at Simmons. Therefore, we will now report demographic data at the subgroup level so that we can be responsive to their unique strengths, opportunities and challenges. As of 2017, the undergraduate community at Simmons is 7% African American; 11.1% Asian; 6.9% Latinx; and 5% multiracial.

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