

Nondiscriminatory practices and advocacy. Tulane University is committed to promoting an academic culture and environment that embraces equal opportunity and prohibits any form of discrimination on the basis of race, color, sex, religion, national origin, age, disability, genetic information, sexual orientation, gender identity, gender expression, pregnancy, marital status, military status or veteran status. We subscribe to the philosophy that equal opportunity is central to fostering an environment for educational excellence. Tulane's Diversity and Inclusive Excellence Statement (<http://tulane.edu/equity/diversity-statement.cfm>) confirms the central commitment to intentionally integrate diversity efforts into the core aspects of the university as a vital asset of institutional life. The statement articulates a set of principles and action imperatives for the Tulane community, chief among which is a call to pursue the interdependent ideals of diversity and excellence, to increase compositional diversity in an educational environment in which all can thrive, and to monitor and address inequities. Tulane's diversity and inclusion work is guided by strategic imperatives that focus on recruiting and retaining a diverse faculty and student body, embedding diversity in its research, teaching and service, building cultural competencies, and implementing supportive institutional policies and practices. Tulane's Office of Institutional Equity (OIE) works collaboratively across campus to provide information and education about relevant federal and state Equal Opportunity regulations. OIE is charged with conducting investigations that conform to Tulane's Equal Opportunity policies. OIE partners with Tulane's leadership to identify best diversity practices and to implement Tulane's Affirmative Action plans for women, minorities, veterans and individuals with disabilities. The office also provides tailored educational services on such topics as workplace diversity, minimizing implicit bias in the hiring process, and equal opportunity principles and practices, among others. The composition of the 1,762 Tulane faculty as of Fall 2013 includes 178 Asian, 85 Black or African American, 92 Hispanic, 5 American/Alaska Native, 9 two or more race, and 1,274 White.