



Diversity Means More  
Than **HUE** at ATSU

# Diversity & Inclusion



**ATSU** | A.T. Still  
University  
FIRST IN WHOLE PERSON HEALTHCARE

# Diversity & Inclusion overview



A.T. Still University (ATSU) continues to build on its passion for educating students to be instruments of change by improving health outcomes and enhancing workforce diversity. The value ATSU has placed on cultural proficiency, diversity, equity, and inclusion is not only measured by demographic increases since 2014, but also by the systemic changes made to policies, practices, and processes. As the birthplace of osteopathic education, ATSU is fully invested in that legacy and broaching whole person health education with data-driven, innovative, and profound ideas.

Diversity education at ATSU seeks to achieve inclusion at every level. By valuing the contrast differences make, we've become more reflective of the communities we serve. Our mission is centered on service. By serving our community partners, students, and employees, we are now a more culturally proficient organization.

An example of our progression toward cultural proficiency is the University's honor of being named a recipient of the prestigious Higher Education Excellence in Diversity (HEED) award from INSIGHT into Diversity, four years in a row. ATSU is the first graduate health professions school to do so. This measure of excellence compels us to be a work in progress at all times, constantly moving forward. ATSU is a beacon for caring people committed to service, committed to the body as an instrument of healing, and committed to inclusivity in every way.

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# Diversity & Inclusion programs

## Diversity education

Diversity & Inclusion at A.T. Still University (ATSU) provides a myriad of educational resources, including workshops, training tools, and a virtual resource center for the ATSU community. Building a community of culturally proficient students and employees is within ATSU's mission: Cultural proficiency in healthcare is a way of being and serving that enables one to effectively respond in a variety of cultural settings to the issues caused by diversity. In a word, diversity means "difference." One cannot truly value differences if one is unwilling to appreciate the myriad of difference in our society and also work to be inclusive at every opportunity.

## Advisory Council for Diversity

ATSU's Advisory Council for Diversity (ACOD) is a wide representation of campus constituent groups, with the goal to provide insight toward the development and oversight of the University's diversity strategic plan.

## Getting there series

Getting there is a series designed to accentuate the richness of pathways for achieving a career in the health professions. Diversity is more than hue at ATSU; however, through short interviews of alumni, students, faculty, and staff, we demonstrate reflectivity for historically underrepresented groups whom might otherwise feel uncomfortable in a dominate culture environment.





# Diversity & Inclusion programs

## DiversityEdu

DiversityEdu is a comprehensive, web-based diversity training tool used at ATSU to forward the theme of “Education Excellence” for an increasingly diverse global society and student body, while sustaining excellence in scholarship and research. The goal of the program is to develop day-to-day skills, which broaden employee and student skills to be more inclusive.

## Graduate Health Professions Scholarship

ATSU’s Graduate Health Professions Scholarship (GPS) program is designed to accentuate the University’s unique mission of service and leadership in whole person healthcare by attracting and educating students whose life contributions and experiences are consistent with ATSU’s mission to serve in underserved areas.

## Dreamline Pathways

Dreamline Pathways is a comprehensive community-based collaboration that introduces K12 students to graduate health professions programs offered by ATSU. ATSU and its partners fully understand the need for health professions to reflect the population being served. ATSU has unique relationships with school districts and community based organizations, offering experiential learning opportunities to students in these partnerships. These collaborations introduce young minds to career opportunities in healthcare. Students are nurtured through campus and graduate student engagement opportunities.



# Diversity & Inclusion programs

## Diversity Enrichment Committee

ATSU's Diversity Enrichment Committee (DEC) is a Kirksville, Missouri, campus committee of students and employees, which enhances ATSU's cultural proficiency through education, engagement, and enrichment of faculty, staff, administration, students, and community partners by recognizing and celebrating differences. Annual events sponsored by DEC include cultural heritage celebrations, Thanksgiving potluck, and campus speakers.

## Diversity Enrichment in Education Committee

ATSU's Diversity Enrichment in Education Committee (DEEC) is a Mesa, Arizona, campus committee of students and employees, which enhances ATSU's cultural proficiency through education, engagement, and enrichment of faculty, staff, administration, students, and community partners by recognizing and celebrating differences. Annual events sponsored by DEEC include a Martin Luther King Jr. Parade and annual Diversity Festival.

## Student support

Diversity & Inclusion provides consultation, mentoring, and emotional support to students as organization advisors (Student National Medical Association, Student National Dental Association, and Black Student Association), GPS scholarship advisors, and conflict mediators.

This office sponsors the annual Martin Luther King Jr. celebration, Diversity Festival, cultural heritage presentations, diversity calendar, diversity-centered social media channels, diversity recruitment activities, diversity mixer, cultural diffusions show, campus speakers, and Dreamline Programs.





## Safe Zone for All program

Four times per year, training for Safe Zone for All is conducted for new Safe Zone allies, and Diversity & Inclusion identifies and trains master allies for the Safe Zone for All program.

The mission of the Safe Zone for All program is to identify, educate, and support allies to be visible ambassadors within the ATSU community. Allies are individuals who consider themselves to be open and knowledgeable about valuing diversity, cross-cultural communication, and multicultural issues, and who choose to be visible supports and advocates with those who may be outside the dominant culture. Allies volunteer to ensure the campus climate is safe, receptive, and accepting to community members regardless of any human condition, characteristic, or circumstance.

# Diversity & Inclusion overview



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requires understanding, affirming,  
and valuing human difference.



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