



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 the health professions workforce. The value ATSU has placed on cultural proficiency, diversity, equity, and inclusion is not only measured by demographic increases.

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.

Cultural proficiency education at ATSU seeks to profoundly expand its community by valuing the importance of cultural differences. The University has responded to a strategic need in the provider workforce. The University's mission is centered on service. By serving community partners, students, and employees, ATSU is 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 and Distinction (HEED) Champion Award from *INSIGHT into Academia* (formerly *INSIGHT into Diversity*), nine years in a row. ATSU is the first graduate health professions school to do so. This measure of excellence compels our University 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.



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# Programs

## Excellence in education

ATSU Diversity & Inclusion 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 differences. 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 build community.

## Advisory Council for Diversity

ATSU's Advisory Council for Diversity 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. Through short interviews of alumni, students, faculty, and staff, we demonstrate access and opportunity for those who might otherwise feel uncomfortable in pursuing a career in the health professions.



A.T. Still University-College for Healthy Communities students educating younger generation students at Santa Maria Dreamline Pathways event.



Emma Henry, MEd  
Associate Director for Alumni Relations

# Programs

## Language Matters Campaign

Language relays meaning, describes something, and provides directions. Merriam-Webster defines language as the pronunciation and methods of combining words to be understood by a community. The definition also includes nonverbal communication (e.g., signs, gestures, and marks).

Singh & Singh (2023) defines language as a socio-cultural construction often in competition. The authors identify the competition as a majority vs. minority language. Cultural proficiency affirms this reality in different cultural settings. Therefore, a culturally proficient person is aware, and values and appreciates the difference that differences make. Words have meaning. How we use words, gestures, and tone influence communication.

The Language Matters campaign provides insight from community members about how language impacts their lived experiences. These lessons remind the campus community to be mindful of their words and actions, and to continue being stewards of ATSU values.

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I take pride in showing up authentically as myself, every time. I am proud of who I am, who I love, and what I represent as a queer woman, as a Latina, and as a person with a learning disability. It takes courage to be ourselves and kindness to help others be themselves, and I embrace both courage and kindness.”

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**Emma Henry, MEd**

Associate Director  
for Alumni Relations

A.T. Still University  
Mesa, Arizona, campus

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# Programs

## Cultural proficiency education

Excellence in education begins with understanding that personal beliefs, values, and experiences shape our perceptions of the cultural settings in which we traverse. Therefore, it is important for each of us to prelect on the potential for an adverse impact. The greatest value within our communities are the differences that exist. This variety of perspectives leads to improved understanding, stronger relationships, and better outcomes.

The department provides cultural proficiency education presentations and classes throughout the University community with a robust online diversity education platform available to ATSU faculty, staff, and students. The department also has a comprehensive diversity resources page on its website. The program aims to develop day-to-day skills for better interpersonal communications.

## Graduate Health Professions Scholars

ATSU's 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 K-12 students to graduate health professions programs offered by ATSU. ATSU and its partners fully understand the need for a health professions workforce that is appropriately aligned with the community it serves. 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.





A Dreamline Pathways student learns about oral healthcare through a hands-on experience.



A.T. Still University-Arizona School of Dentistry & Oral Health (ATSU-ASDOH) students photographed with the late George Blue Spruce Jr., DDS, MPH, former assistant dean for American Indian Affairs at ATSU-ASDOH.

# Programs

## National Center for American Indian Health Professions

ATSU's National Center for American Indian Health Professions (NCAIHP) serves as a central office for prospective and current American Indian and Alaska Native students and alumni. NCAIHP provides prospective students with healthcare career advising, assistance with admissions applications, financial advising, academic support, and more.

NCAIHP is dedicated to helping American Indians and Alaska Natives become physicians, dentists, physician assistants, and other healthcare professionals and leaders dedicated to serving their Native communities. The organization also provides current American Indian and Alaska Native students with academic and personal support, cultural connectivity, and mentorship. NCAIHP collaborates with all ATSU programs to support American Indian and Alaska Native students in successfully navigating the academic and personal journey toward graduation.



**NCAIHP**  
National Center for  
American Indian  
Health Professions

NCAIHP is proud to offer American Indian and Alaska Native students the tools and skills to become healthcare healers and leaders from admission to graduation and beyond. The NCAIHP circle of support continues beyond graduation by encouraging American Indian and Alaska Native alumni to mentor future American Indian and Alaska Native students and prepare competent, culturally adept healers.

# 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.

## Diversity in Education Committee California

ATSU'S Diversity in Education Committee California (DECC) is dedicated to creating a more inclusive academic community by encouraging opportunities for students, faculty, and staff to embrace and celebrate diversity and all of its dimensions. The committee will enhance the mission of both ATSU and the Advisory Council on Diversity by promoting campus-wide initiatives that allow individuals to gain a positive understanding of cultural proficiency and the way it impacts holistic wellness.

## Student support

Diversity & Inclusion provides consultation, mentoring, and emotional support to students as organization advisors (e.g., Student National Medical Association, Student National Dental Association, Black Student Association - Missouri, and Black Student Alliance - Arizona), GPS scholarship program 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, targeted recruitment activities, diversity mixer, cultural diffusions show, campus speakers, and Dreamline Pathways™ programs.



New graduates of A.T. Still University-Kirksville College of Osteopathic Medicine are all smiles.

# 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 differences, cross-cultural communication, and multicultural issues, and who choose to be visible supports and advocates with those who may feel overwhelmed by their environment. Allies volunteer to ensure the campus climate is safe, receptive, and accepting to community members regardless of any human condition, characteristic, or circumstance.

“ALLY” represents key principles or actions that participants in Safe Zone for All are encouraged to embrace.

## A: Awareness

Being aware of the issues and challenges faced by marginalized groups

## L: Listening

Actively listening to the experiences and perspectives of others without judgment or interruption

## L: Learning

Continuously educating oneself about differences, and cultural proficiency

## Y: Yielding

Able to yield one's privilege, power, or influence to create a safe, and welcoming environment



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University



A.T. Still University-College for Healthy Communities students participated in the annual diversity festival.

# Connect with us

For a comprehensive list  
of our online resources and  
social media accounts, visit  
[linktr.ee/atsudiversity](http://linktr.ee/atsudiversity)  
or scan this QR code.



A.T. Still University (ATSU) does not discriminate on the basis of race, color, religion, ethnicity, national origin, sex (including pregnancy), sexual orientation, age, disability, or veteran status in admission or access to, or treatment or employment in its programs and activities. Sexual harassment, dating violence, domestic violence, sexual assault (e.g., nonconsensual sexual contact/intercourse), stalking, harassment, and retaliation are forms of discrimination prohibited by ATSU.

Any person with questions concerning ATSU's Title IX compliance is directed to contact: John Gardner, PhD, MEd, Title IX and civil rights coordinator ([660.626.2113](tel:660.626.2113); [johngardner@atsu.edu](mailto:johngardner@atsu.edu)), 800 W. Jefferson St., Kirksville, MO 63501. More information, including ATSU Policy No. 90-210: Prohibition of Discrimination, Harassment, and Retaliation, may be found at [atsu.edu/titleix](http://atsu.edu/titleix).

In compliance with the Clery Act and Section 86 of Department of Education regulations, the University makes available to all prospective students, admitted students, and current students: ATSU's Annual Security and Fire Safety Report (ASR) and Drug and Alcohol Misuse Prevention Program (DAMPP). The ASR may be found online at [atsu.edu/security](http://atsu.edu/security). The DAMPP may be found online at [atsu.edu/dampp](http://atsu.edu/dampp). Printed copies of each report may be requested from [studentaffairs@atsu.edu](mailto:studentaffairs@atsu.edu).



ATSU believes excellence  
requires understanding, affirming,  
and valuing human difference.

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## Diversity & Inclusion