

Inclusive Excellence at Simmons

At Simmons, our values, vision and mission mandate that we create an environment that is warm, welcoming, and inclusive -- a community that appreciates, values and respects the humanity, dignity, diversity and contributions of all its members. We want everyone who works at Simmons to feel that they can be themselves at Simmons. Diversity includes race, color, gender, gender identity and expression, sexual orientation, religion, age, national origin, ancestry, disability, veteran status and class/socioeconomic status (SES).

We recognize that a robust intellectual community for all requires moving beyond notions of diverse representation and toward authentic engagement, thoughtful participation and inclusive membership that actively demonstrates our commitment to inclusive excellence.

Our goal is for inclusion and equity to be the thread that runs through all that we do at Simmons. In the world of higher education, this is the foundation of inclusive excellence, a concept that has been communicated and endorsed by the [Association of American Colleges and Universities](#). In other words, our vision is to make Simmons University the most inclusive campus in New England.

Join Simmons

We are committed to creating, developing, promoting and enhancing inclusive hiring practices -- at all levels, for all positions -- ensuring diverse talent pools and the delivery of a consistent and positive candidate experience.

Grow at Simmons

We are committed to supporting employees by providing professional development and promotional opportunities. We are committed to supporting managers by providing resources and guidance for the growth of their teams and communicating opportunities and process for promotions and professional development activities.

Commit to Simmons

We are committed to creating an environment that develops, rewards, recognizes and communicates to all our employees, regardless of their role or position.

The Committee on Inclusive Excellence in Hiring, Employee Engagement & Experience

engages the community in Simmons's effort to create and recruit from more diverse pools of candidates and to participate in creating a more inclusive environment that helps us develop and retain employees from under-represented groups. The goal of this committee is to enhance best practices in each area of the employee experience.

The committee consists of members from the Office of Organizational Culture, Inclusion and Equity, Human Resources, and representatives from our faculty, staff, student and alumnae/I populations.

The following are the 2018-19 members of the Committee on Inclusive Excellence in Hiring, Employee Engagement & Experience:

- Amy White
- Annelle Rivera-Beckstrom
- Brian Norman
- Debra Pérez
- Elizabeth Hurley
- Fielding Vaughn
- Jackie Kublin
- Karene Thorne
- Lindsey Baumgardner
- Lindsey Johnson
- Lisa Smith-McQueenie
- Lorraine Stringer
- Maria Arettines
- Precious Figueroa-Szostek
- Shari Johnson

This work does not belong to any one person or group -- it belongs to all of us.