

Navajo Technical University Veterinary Technology Program  
Programmatic, Diversity, Equity, and Inclusion (DEI) Policies and Statements

I. Mission

The Navajo Technical University Veterinary Technology program is committed to educating and empowering diverse students to become culturally competent and compassionate veterinary technicians, dedicated to serving the unique needs of the Navajo Nation and surrounding communities. We strive to promote animal welfare, public health, and responsible stewardship of our environment through a culturally relevant and inclusive learning environment.

II. Programmatic Policies

**Admissions:** We actively recruit and encourage applications from diverse students, including those from the Navajo Nation and other underrepresented communities. We offer holistic review processes that consider factors beyond traditional standardized test scores and emphasize potential, cultural understanding, and commitment to serving Indigenous communities.

**Curriculum:** Our curriculum integrates Indigenous knowledge and perspectives into veterinary medicine and technology principles. We focus on culturally relevant case studies, community-based learning experiences, and partnerships with Tribal entities to ensure graduates are prepared to serve the specific needs of their communities.

**Faculty and Staff:** We strive to recruit and retain diverse faculty and staff who reflect the communities we serve. We provide ongoing training and professional development opportunities on cultural competency and inclusive teaching practices.

**Accessibility:** We are committed to providing an accessible learning environment for all students with disabilities. We offer accommodations, support services, and assistive technologies to ensure equal access to education and program opportunities.

III. Diversity, Equity, and Inclusion Statements

**Diversity:** We celebrate and value the diverse backgrounds, experiences, and perspectives of our students, faculty, and staff. We believe that diversity enriches our learning environment and strengthens our ability to serve our communities effectively.

**Equity:** We are committed to providing equitable access to educational opportunities and resources for all students, regardless of their background, identity, or circumstances. We strive to identify and dismantle barriers to success and create a level playing field for all.

**Inclusion:** We foster a welcoming and inclusive environment where everyone feels valued, respected, and empowered to participate fully in the program. We actively listen to the needs and concerns of all members of our community and work collaboratively to create a culture of belonging.

IV. Collaboration

We believe that collaboration is essential to achieving our DEI goals. We partner with Tribal entities, veterinary organizations, and other stakeholders to create opportunities for student internships, research projects, and community engagement. We also collaborate with other educational institutions to share best practices and resources.

V. Commitment

We are committed to making our program a model for diversity, equity, and inclusion in veterinary education. We believe that by creating a diverse and inclusive learning environment, we can prepare graduates who are well-equipped to serve the needs of all communities, especially those that have been historically underserved.