

Power for All People: The Importance of Inclusive Policies in Higher Educational Institutions

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In today's dynamic and changing world, policies have become even more important in Higher Education Institutions (HEIs). Well-constructed and inclusive policies address issues of historical inequalities, accountability, the management of expectations, consistency, risk aversion and help to shape socially responsible graduates. As HEIs continue to provide people with the necessary skills to meet global challenges, they should also promote an environment that allows persons to embrace diversity and inclusion.

This paper seeks to explore the importance of social policies that challenge archaic institutional structures and norms in higher educational institutions. It argues that the implementation of policies within HEIs that challenge broader societal norms is important in creating an environment that prepares students to address historical inequalities in the diverse global workforce. Grounded in policy analysis with examples from some of the diverse policies at The University of the West Indies, the paper explores their importance in creating safer and inclusive spaces for all stakeholders. It argues that HEIs policies can inform both regional and global policy frameworks and should therefore be used as benchmarks for the wider society.