

Two-Year Action Plan for Inclusive Excellence

GOAL 1 Training, Learning, and Development

Members of the AU community will demonstrate cultural competency by learning key concepts that will reduce bias and foster diversity, equity and inclusion, and equip them to lead change in a complex world.

AY18	AY19	RESPONSIBILITY
1. Implement a university-wide system of tracking and assessment and report annually on completion rates and effectiveness of training programs.		<ul style="list-style-type: none"> • AY18 – Provost; Vice President of Campus Life; Human Resources; Center for Teaching, Research & Learning; Office of Institutional Research and Assessment • AY19 – Human Resources; Center for Teaching, Research & Learning; Provost; Vice President of Campus Life; Office of Institutional Research and Assessment
2. Evaluate the impact and outcomes of existing diversity and inclusion training for all community members and leaders.		<ul style="list-style-type: none"> • AY18 – Human Resources; Provost; Center for Teaching, Research & Learning; Vice President of Campus Life • AY19 – Human Resources; Provost; Center for Teaching, Research & Learning; Vice President of Campus Life
3. Implement a comprehensive institution-wide training plan for all community members and leaders, tailored to the needs of specific AU constituencies, and designed to focus on unconscious bias and cultural competence as critical aspects of orientation and learning, onboarding, and professional development.		<ul style="list-style-type: none"> • AY18 – Human Resources; Provost; Center for Teaching, Research & Learning; Vice President of Campus Life • AY19 – Human Resources; Provost; Center for Teaching, Research & Learning; Vice President of Campus Life
4. Evaluate and assess the effectiveness of all professional development and learning programs.		<ul style="list-style-type: none"> • AY18 – Human Resources; Provost • AY19 – Human Resources; Provost; Center for Teaching, Research & Learning; Vice President of Campus Life; Office of Institutional Research and Assessment

GOAL 2 Campus Climate, Culture, and Community

We will develop a campus climate and culture where all community members feel safe, experience a sense of belonging and satisfaction—and their overall well-being is supported through respectful, authentic, and engaged relationships with each other.

AY18	AY19	RESPONSIBILITY
5. Collaborate with Faculty Senate to examine and make recommendations about how best to assess classroom climate and to design the next phase of improvement efforts.		<ul style="list-style-type: none"> • AY18 – Provost; Faculty Senate; Office of Institutional Research and Assessment
6. Provide more effective support and outreach for students to engage with faculty, staff, and administrators, both individually and in small group settings, especially when dealing with difficult issues.		<ul style="list-style-type: none"> • AY18 – Vice President of Campus Life; President’s Council on Diversity & Inclusion; Provost; Faculty Senate • AY19 – Human Resources; Vice President of Campus Life; Provost; Faculty Senate
7. Develop and expand formal mentoring and affinity based groups that foster deeper connections and build meaningful relationships between faculty, staff, administrators, students, and alumni—especially for those who are members of historically underrepresented minority groups at AU.		<ul style="list-style-type: none"> • AY18 – Human Resources; Provost; President’s Council on Diversity & Inclusion; Vice President of Campus Life; Alumni Relations • AY19 – Human Resources; Provost; President’s Council on Diversity & Inclusion; Vice President of Campus Life; Alumni Relations
8. Provide designated meeting and social space(s) for registered student groups to foster a greater sense of belonging and unity, and explore the feasibility of offering living and learning environments that promote socially and culturally distinctive affinity-based programming for students from diverse backgrounds.		<ul style="list-style-type: none"> • AY18 – Vice President of Campus Life • AY19 – President’s Council on Diversity & Inclusion; Vice President of Campus Life
9. Review the array of student support services, with particular attention to the Center for Diversity and Inclusion, and recommend a set of outcomes to advance the persistence and success of students.		<ul style="list-style-type: none"> • AY18 – Vice President of Campus Life
10. Provide small grant incentives that encourage collaboration across departments and student organizations, to develop and showcase innovative diversity and inclusion programs, build a sense of community and positively impact climate for faculty, staff, administrators, and students.		<ul style="list-style-type: none"> • AY18 – President’s Council on Diversity & Inclusion • AY19 – President’s Council on Diversity & Inclusion; Vice President of Campus Life; University Communications & Marketing

GOAL 3 Systems, Policies, and Procedures

AU's systems, policies, and procedures will facilitate diversity, inclusion, transparency, and accountability. We will evaluate, revise, and communicate changes in policies and protocols that will facilitate reports of bias and discrimination, improve clarity, provide transparency, promote fairness, and enhance accountability.

AY18	AY19	RESPONSIBILITY
11. Conduct an institutional policy review, regarding reporting on incidents of bias, discrimination claims, use of social media, accommodations, and grievances. Communicate changes to improve clarity, provide transparency, promote fairness, and enhance accountability.		<ul style="list-style-type: none"> • AY18 – University Communications & Marketing; Human Resources; Provost; President’s Council on Diversity & Inclusion; Vice President of Campus Life • AY19 – University Communications & Marketing; Human Resources; Provost; President’s Council on Diversity & Inclusion; Vice President of Campus Life
12. Implement a university-wide strategic communications plan for diversity and inclusion.		<ul style="list-style-type: none"> • AY18 – University Communications & Marketing • AY19 – University Communications & Marketing
13. Adopt consistent hiring committee policies and practices across the university to further equitable outcomes.		<ul style="list-style-type: none"> • AY18 – Human Resources; Provost • AY19 – Human Resources; Provost
14. Implement metrics for measuring outcomes and monitoring accountability at all levels.		<ul style="list-style-type: none"> • AY18 – President’s Council on Diversity & Inclusion; Office of Institutional Research and Assessment • AY19 – President’s Council on Diversity & Inclusion; Office of Institutional Research and Assessment
15. Recommend strategic oversight, coordination, and collaboration on the institution-wide diversity, equity, and inclusion goals to ensure ongoing monitoring, evaluation, and sustainability.		<ul style="list-style-type: none"> • AY18 – President; President’s Council on Diversity & Inclusion • AY19 – President; President’s Council on Diversity & Inclusion
16. Annually, provide a comprehensive update on progress made on the institutional diversity and inclusion plan. Ongoing progress will also be made throughout the year, as needed.		<ul style="list-style-type: none"> • AY18 – President; Provost; President’s Council on Diversity & Inclusion; Vice President of Campus Life • AY19 – President; Provost; President’s Council on Diversity & Inclusion; Vice President of Campus Life

GOAL 4 Access and Equity

We will transform the way we recruit, hire, train, develop, evaluate, and recognize AU faculty, staff, and administrators to encourage the achievement of our diversity, equity, and inclusion goals.

AY18	AY19	RESPONSIBILITY
	17. Each school will institute an appropriate diversity and inclusion body to address diversity goals for hiring, inclusive pedagogy, and ongoing curricular efforts.	<ul style="list-style-type: none"> • AY19 – Provost
	18. Each administrative division will institute an appropriate set of diversity goals for hiring.	<ul style="list-style-type: none"> • AY19 – Vice Presidents
19. Pilot training program for faculty hiring committees and reappointment/promotion review committees, focused on recognizing and eliminating bias in the recruitment and promotion processes.		<ul style="list-style-type: none"> • AY18 – Provost; Human Resources • AY19 – Provost; Human Resources
20. Establish or strengthen community partnership opportunities that result in robust recruitment pipelines for faculty, staff, administrators, and students.		<ul style="list-style-type: none"> • AY18 – Alumni; Provost; Human Resources • AY19 – Alumni; Provost; Human Resources
	21. Build a pipeline of academic talent at AU by better leveraging existing faculty fellows and post-doctoral programs.	<ul style="list-style-type: none"> • AY19 – Provost

GOAL 5 Curriculum and Instruction

We will offer an inclusive core curriculum that advances a holistic learning experience and demonstrates AU's values of critical inquiry, intellectual engagement, and respectful discourse across diverse perspectives.

AY18	AY19	RESPONSIBILITY
22. Each school will participate in a professional development and learning programs focused on enhancing classroom climate.		<ul style="list-style-type: none"> • AY18 – Provost; Center for Teaching, Research & Learning • AY19 – Provost; Center for Teaching, Research & Learning
23. Implement the mandatory AU Experience (AUx) course by Fall 2018, resulting in all first-year students successfully transitioning to AU, exploring the concept of social identity, and modeling ways of communicating and living in a diverse society.		<ul style="list-style-type: none"> • AY18 – Provost • AY19 – Provost
24. Continue to develop and support the work of the Antiracist Policy and Research Center that will focus on increased knowledge and advancement of research on the systemic and structural barriers of racism in critical policy areas.		<ul style="list-style-type: none"> • AY18 – Provost • AY19 – Provost
25. Continue to develop and support the new African American and African Diaspora Studies major.		<ul style="list-style-type: none"> • AY18 – Provost • AY19 – Provost