



You Are Welcome Here

Nearly 125 years ago, our founders endowed us with core values of equality, diversity, justice, human rights, and public service that shape our mission and influence our actions to this day. American University is committed to ensuring that we are a community that understands, appreciates, and fully includes people of all identities and experiences. We are committed to social justice and responding to the needs of a changing world while retaining our core values.

President's Charge Established in April 2016

To make lasting improvements in both the diversity and inclusiveness of our community, American University is committed to the following actions:

- Establish a presidential council to oversee plans, monitor institutional progress, recommend new objectives, and plan necessary resources
- Introduce a mandatory course on diversity and inclusion for all first year and transfer students
- Revise and elevate awareness of discrimination policies, channels for complaint, and avenues for support
- Reallocate five tenure or tenure-track positions to recruit diverse candidates to American University's faculty
- Develop programs to cultivate inclusive classrooms, including an entry program for newly appointed tenure track faculty and dialogue sessions for current faculty

President's Council on Diversity and Inclusion

The Council (PCDI) reviews and makes recommendations regarding diversity and inclusion-related strategic plan goals and American University's policy and procedures. Council members collaborate with a wide range of campus stakeholders, host programming, serve as collaborators on curricular and co-curricular projects, and attend a variety of campus events. Professor Caleen Sinnette Jennings serves as Council Chair, acting in an advisory role to President Neil Kerwin.

Pathways for Change

American University is establishing an infrastructure to support, cultivate, and embrace diversity and foster inclusion. Current programs, initiatives and research include:

- The new CORE curriculum, approved in January 2017, includes three requirements: AUX1, AUX, and Diverse Experience courses. AUX1 and AUX2 currently are being piloted. Full implementation will occur over the next two years
- Training on discrimination and harassment for all staff
- 100 workshops and trainings focused on diversity issues offered every semester



- 89 percent of the incoming first year class attended the Eagle Summit Diversity Session focused on unconscious bias
- Incoming faculty are 44 percent self-identified faculty of color, with slightly more than 26 percent self-identified as Black or African American
- 16 diversity and inclusion trainings and workshops at American University in 2016-17
- Diverse range of affinity groups and networks that celebrate identity, industry, leisure, student activities, and student experience
- More than 200 student-led organizations that help students create connections and find support systems on campus
- Facilitation of *Courageous Conversations*, an ongoing series of discussions open to the AU community
- Enhanced focus on faculty from diverse backgrounds throughout the recruitment and hiring process

Embracing Diversity

Across our campus, community members are committed to cultivating a diverse and inclusive culture. Our schools and departments such as the College of Arts and Sciences, Kogod School of Business, School of Communication, School of Education, School of International Service, School of Public Affairs, School of Professional and Extended Studies use their talents and resources to create an environment that welcomes everyone.

The Office at Campus Life supports our diverse students through our Center for Diversity and Inclusion, First-Generation Community, LGBTQA Community, Military and Veteran's Community, Multicultural Community, Veterans Benefits, and Women's and Gender Equity Community.

American University Memos on Diversity and Inclusion

<http://www.american.edu/president/announcements/May-1-2017.cfm>
<http://www.american.edu/president/announcements/archive/September-19-2016.cfm>
<http://www.american.edu/president/announcements/archive/August-31-2016.cfm>
<http://www.american.edu/president/announcements/archive/April-22-2016.cfm>
<http://www.american.edu/president/announcements/archive/February-29-2016.cfm>
<http://www.american.edu/president/announcements/archive/December-11-2015.cfm>
<http://www.american.edu/president/announcements/archive/December-12-2014.cfm>
<http://www.american.edu/president/announcements/archive/December-2-2014.cfm>

American University Strategic Plan

<http://www.american.edu/strategicplan/index.cfm>