



BUILDING AN INCLUSIVE CAMPUS CULTURE

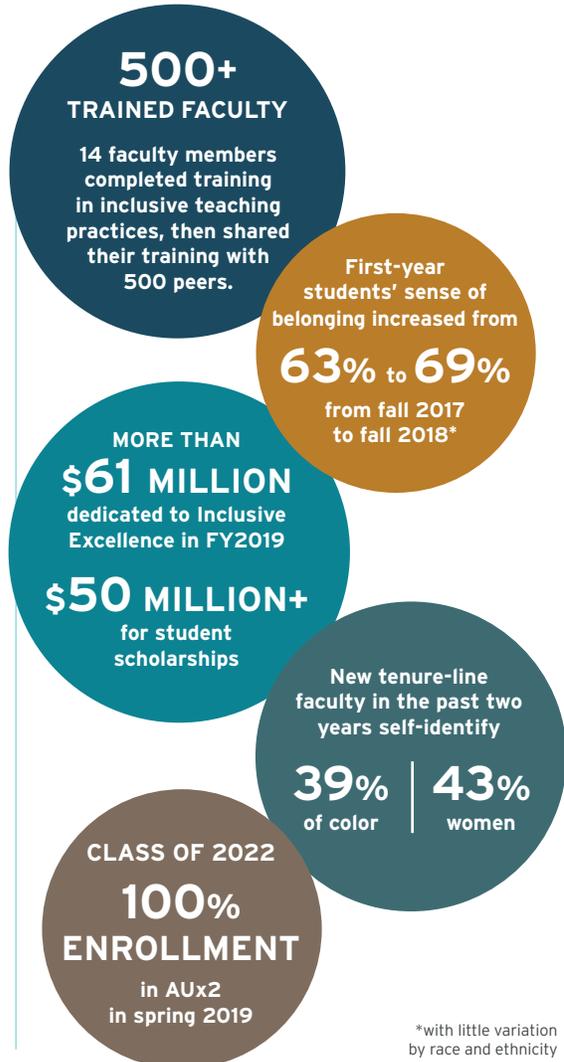
ONE-YEAR
PROGRESS
REPORT

February 2019

American University was founded to respond to the needs of a changing world, with a set of guiding values—among them diversity, equity, and inclusion. In today’s climate on campus and around the nation, the need to live up to those values has only become more pressing. **AU cannot be excellent without taking specific steps to improve inclusion on campus.**

American University’s Plan for Inclusive Excellence was announced in 2018 to address issues of inequity facing our campus and nation. The plan set out a series of concrete steps, organized under five goals. Since the plan’s inception, we have begun building the initial structures, systems, and culture to advance diversity, equity, and inclusion. While work is still ahead, including improvements to physical accessibility on campus, our community has taken positive steps toward inclusive excellence.

- Goal 1** **Training, learning, and development** to equip members of our community to lead change in a complex world.
- Goal 2** A focus on **campus climate, culture, and community**, so that all community members feel safe, satisfied, and that they belong here.
- Goal 3** Changes to our **systems, policies, and procedures** to promote diversity, inclusion, transparency, and accountability.
- Goal 4** **Access and equity** in the way we recruit, hire, train, develop, evaluate, and recognize faculty, staff, and administrators.
- Goal 5** A focus on **curriculum and instruction** to seek to ensure that our core curriculum demonstrates critical inquiry, intellectual engagement, and respectful discourse.



*with little variation by race and ethnicity

DIVERSIFYING PRACTITIONERS IN MULTIPLE DISCIPLINES

The Schools of Communication, Education, and Public Affairs have launched initiatives that will increase the diversity of practitioners of their respective disciplines, improving access and equity under Goal 4:

- A partnership with a PR agency for a summer fellows program encourages people of color to consider public relations as a career choice.
- A dual enrollment program with DC Public Schools promises to produce future teachers for the city's school system by offering high school seniors college-level education courses.
- The Public Affairs Diversity Alliance pledges to train and mentor doctoral candidates for faculty positions in criminal, justice, policy, and public administration.

AUx2 COUNCIL STRENGTHENS AU CORE

Developed after a strong response to a campus-wide call to serve, the AUx2 Council was formed in summer 2018. It was established to gather more input and interdisciplinary experience from across campus to help enhance the AU Core curriculum, advancing Goal 5: Curriculum and Instruction. The council's own diversity helped it determine how different components of the course affected different members of our community and society.

“The council's diversity is its greatest strength. That diversity is key when thinking through how each component of the course affects different members of our community and society.”

—Juliana Martínez, assistant professor of world languages and cultures

WHAT'S NEXT?

As a learning organization, we are refining our approaches as we go to achieve lasting results. While our work has produced promising signs, we still have more to learn and accomplish to build a truly inclusive culture. In year two, we plan to invest more than \$61 million toward inclusive excellence, expand student scholarship, advance faculty scholarship and teaching, and improve recruitment and retention of students, staff, and faculty.

GET INVOLVED

There's a place for you in our Plan for Inclusive Excellence.

- ▶ Follow our progress via Mosaic
- ▶ Reach out to AU Connects to request a facilitated discussion
- ▶ Join a faculty-staff affinity group
- ▶ Join an Intergroup Dialogue through the Center for Diversity and Inclusion

Read the plan at www.American.edu/Diversity

