Inclusive Excellence Framework-Explained

Collaborative Leadership and Shared Accountability
Establish a culture that affirms shared responsibilities, human interdependence, and unity in diversity; elevate institutional inclusive excellence planning and accountability across all units.

A Safe and Welcoming Community
Nurture a positive and collaborative community that affirms diversity, enhances the well-being and self-actualization of all members, and engages in sustained and transformational courageous conversations around climate, equity, and diversity issues.

Organizational Resources /Invest in the Work
Create an organizational structure that facilitates the coherent implementation of institutional diversity, equity, and inclusion strategic goals; leverage existing resources and create new resources to support the development and implementation of inclusive excellence policies and practices.

Intercultural Competency & Cultural Humility Development
Engage constituents and stakeholders in sustained culturally responsive curricular and extra-curricular programming, training, intergroup dialogue, and community service that cultivate capacities for effective cross-cultural communication and mutually-affirming interpersonal relationships.

Equitable Opportunities and Outcomes
Assess equity of access and outcomes across all constituencies and across diverse backgrounds, with particular focus on historically underrepresented and underserved populations; develop intentional pathways to broaden the diversity of the recruitment and hiring pools; develop and implement campus-wide strategies to retain students and employees from historically underserved groups.

Strategic Partnerships
Broaden transdisciplinary collaboration and community partnerships across diversity, thus positioning the institution to lead the search for solutions to enduring problems locally, nationally and globally.