

AUS Diversity Goals 2023-26

Presented by the AUS Diversity Council



INCREASE AND IMPROVE DIVERSITY RELATED COMMUNICATION

We will display signage on campus that speaks to our beliefs. The Diversity Council will host diversity-related trainings and bi-monthly student forums in-person and via Zoom. We will continue to distribute the DC newsletter (Monthly or Quarterly).



PROVIDE SAFE & EFFECTIVE WAYS FOR STUDENTS TO ADDRESS GRIEVANCES, INJUSTICES, AND INEQUITIES

We will facilitate conversations that support openness, inclusiveness and opportunities to disclose problems or concerns on an ongoing basis. We will increase awareness of institutional policies & safe zones. We will facilitate conversations that support openness, and identify advocates and confidants that are a safe point for communication

EVALUATE AND IMPROVE STUDENT SUCCESS & STUDENT RETENTION

We will track employee and student retention and include exit interviews with questions about diversity and campus climate. We will evaluate & improve faculty, staff and student orientation, create an early alert system for students in all programs, and provide retention related professional development opportunities for faculty, staff and administration.



CREATE MENTORING PROGRAM FOR STUDENTS

We will maintain a mentoring program that encompasses academic, social and personal tools for success, strengthen connections to affinity groups, local communities and alumni, and we will offer peer-to-peer mentoring opportunities.

IMPROVE CULTURAL COMPETENCY ACROSS THE CAMPUS

We will encourage students to pursue practicums and internships with communities and populations that they otherwise have not engaged with. We will incorporate social justice and cultural competencies into courses, and increase disability culture competencies and awareness.



ENHANCE SUPPORT SERVICES FOR WORKING WITH PERSONS WITH DISABILITIES

We will educate campus community on standards and cultures of varying disabilities.

INCREASE DIVERSITY AMONG STUDENTS, FACULTY, STAFF, AND ADMINISTRATION

We will institute unique and direct marketing to students, faculty, staff, and administrators of varying races and ethnicities. We will admit increased number of qualified students from groups that have been underrepresented in higher education.



INCREASE STUDENT SUPPORT SERVICES FOR INTERNATIONAL STUDENTS

We will admit an increased number of qualified students from groups that have been underrepresented in higher education.

DEMONSTRATE LEADERSHIP IN DIVERSITY & SOCIAL JUSTICE CAUSES IN THE LARGER COMMUNITY BEYOND OUR CAMPUS

We will open campus events to the community, and heavily advertise these opportunities for members of the broader community to engage with us on issues of diversity and inclusion.

