TEXAS
The University of Texas at Austin
Division of Diversity and Community Engagement

Plan for an Equitable and Inclusive Campus Strategic Direction

Empower our students, staff and faculty to individually thrive and to collectively build an inclusive, equitable community that embraces diversity of backgrounds and ideas and makes a positive impact on our campus, the state of Texas and beyond.

REPRESENTATION	EQUITY	INCLUSION	BELONGING	TRANSPARENCY
Build a more diverse talented community of students, staff and faculty	**Promote equitable access to education, experiences, research and career development opportunities**	**Create an authentic, inclusive and accessible campus**	**Build and support a culture of belonging**	**Collaborate across campus to increase the transparency of and access to DEI efforts at UT Austin**
Address and overcome the barriers to attract and retain undergraduate and graduate students from historically excluded and underserved communities	Expand and invest in the structures needed to help undergraduate and graduate students succeed on campus, graduate and find a career path	Ensure every new student is onboarded with access to and awareness of support resources and programming	Expand existing mentorship networks and ensure they are publicized and accessible to all undergraduate and graduate students	Centralize tracking of how UT Austin is performing on diversity, equity and inclusion
Enhance recruitment and hiring strategies that promote equity, inclusion and belonging for all members of our community	Support professional development and mentorship to improve faculty retention	Improve accessibility of all spaces on our campus	Expand and promote diversity and inclusion learning opportunities for staff and faculty	Develop a clear structure and model to increase investment and coordination of equity, diversity and inclusion across colleges, schools and units
Recruit, develop and retain diverse staff talent	Prioritize and increase opportunities for meaningful career growth and development through professional pathways for staff across our colleges, schools and units	Ensure fair access and transparency to any new support programs	Recognize and create robust and equitable mentorship networks for staff and faculty	Create an easy-to-use portal to promote available DEI resources and programs for faculty, staff and students
Recruit, develop and retain diverse faculty talent	Continue to improve and develop the diversity of our faculty and staff leadership	Ensure every new faculty and staff member is being onboarded with support resources	Celebrate and provide education on the diverse cultures, backgrounds and identities of our campus community	Periodically complete a university-wide environmental scan and perception study to identify and develop the ability to assess and address gaps in how well we are serving the UT Austin community.
	Recognize and value individuals and organizations who are committed to the work of equity, diversity and inclusion	Weave diversity and inclusion into the fabric of UT Austin	Actively acknowledge that the history of UT Austin is made up of many stories, experiences and viewpoints	