

# Strategic Direction for an Equitable and Inclusive Campus

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