Diversity, Equity, and Inclusion

5-YEAR STRATEGIC PLAN | 2018-2023

Mount St. Mary’s University

Mount’s Inclusive Excellence Committee
6.2.1 The Mount will continue to diversify its student body and students will achieve equitable outcomes and success.

1. Continue to recruit diverse student body of undergraduates, graduate students and seminarians.
2. Provide comprehensive support to promote the academic success and retention of undergraduate students, graduate students and seminarians.
3. Ensure all learners have full and equitable access to the educational experience.
4. Improve competency in diversity, equity and inclusion for cabinet, faculty, administrators and staff to help support the success of students from diverse backgrounds.
5. Provide Cabinet Professional Development.
6. Provide Faculty Professional Development.
7. Provide Administrators and Staff Professional Development.
8. Develop programs to reduce financial barriers to success.
9. Review policies and procedures affecting students to identify and revise or eliminate those that perpetuate inequities; Develop new policies that promote equity.

6.2.2 The Mount will embody a welcoming climate and a more inclusive learning community, workplace and campus environment.

1. Training of Student Leaders. Best practices for diversity, equity and inclusion will be integrated into the training programs for all students in leadership roles, including Resident Assistants, Orientation Leaders, Student-Athlete Team Captains, and Student Mentors.
2. Use of Space. Create program space, office space, residential living spaces and common areas that are inclusive in their architectural plan and design, use of artwork, and serve to highlight our commitment to diversity, equity and inclusion.
3. Increase affiliation of students through the development of Integrated Living Learning Communities within the residence halls.
4. Campus programming. Expand programming offerings and services for underrepresented students and provide campus-wide programming focusing on diversity, equity and inclusion topics.

6.2.3 **The Mount will define and advance diversity, equity and inclusion through education and scholarship.**

1. Ensure students are exposed to content in the curriculum related to diversity, equity and inclusion.
2. Promote faculty and student scholarship in topics related to diversity, equity and inclusion.
3. Promote campus-wide academic discussions of how diversity, equity and inclusion are integral to our Catholic identity and mission.

6.2.4 **The Mount will have institutional viability and vitality through comprehensive development, continuous improvement and active, intentional involvement with diversity, equity and inclusion.**

1. Recruit and retain employees who are diverse and culturally competent.
2. Ensure that the organizational structure of the institution is designed to support the implementation of this strategic plan and achievement of DEI goals.
3. Common Framework. To ensure consistency in programming and use of a common language and context, we must establish a common framework within which we conduct DEI efforts.
4. The Diversity, Equity & Inclusion program is dynamic and must adapt to the changing needs of the Mount community. Through continuous planning and improvement, we will strive as a community to become ever more inclusive and responsive to each other.
5. Develop partnerships with external organizations and individuals that will support DEI goals.