

Diversity, Opportunity, and Inclusion

2023 Annual Report Template

AGENCY: George Mason University
YEAR: 2023

2023
ACCOMPLISHMENTS

Goal 1: Access & Success

Objective 1

- Expanded Mason Virginia Promise (MVP), which offers pathways to a bachelor's degree or help starting a business for every desiring Virginian. MVP extended Mason's [ADVANCE Partnership](#) with Northern Virginia Community College (NOVA) to select Virginia community colleges, including Germanna, Tidewater, and Piedmont. Students in these programs with an annual family income of less than \$60,000, are enrolled full time, and are eligible for either Commonwealth or Federal Aid are guaranteed a total gift-aid package equivalent to the cost of Mason tuition and mandatory fees.
- Talent Acquisition (TA) offered recruiting support to hiring managers to help them create comprehensive recruitment plans, expanded sources of recruiting diverse talent, including trained advisors who work with hiring managers to certify the diversity of their applicant pools.

Objective 2

- Mason's graduation rates (over 70%) are above the national average, without substantial disparities among demographic groups.
- Eighty-seven percent of Mason's alumni found career-related employment, continuing education, or public service within six months of graduation, without disparities among our students' career outcomes.
- During onboarding, new employee orientation included an overview of Mason's inclusive excellence goal, efforts, and resources.
- The Assistive Technology Initiative provided direct assistive technology assessment, training, and support services to over 1200 individuals with disabilities.

Goal 2: Welcoming & Respectful Culture Welcoming & Respectful Culture

Objective 1

- Faculty and Staff Engagement (FSE) and Performance Management (PM) teams within HR have created resource sites available to employees and supervisors.
- HR has centralized/consolidated resourcing sites for lactation spaces and prayer/meditation rooms.
- The employee perks and incentives page is now connected to the HR website. - <https://hr.gmu.edu/employee-perks-and-incentives>.
- We have enhanced the infrastructure to promote nominations for the impact award program.
- We are now sending work anniversary emails on a monthly basis to faculty and staff.

Objective 2

- Created a [Patriot Plan for Community Safety and Well-Being](#) to enhance our standards of protection and care to address safety and well-being concerns across our university.
- Freedom of expression is featured during the "Students Rights and Responsibilities" in our new student orientation and through online modules through Constructive Dialogue Institute's Perspectives.

Goal 3: State Agency DOI Infrastructure & Training

Objective 1

- Collaborated across Mason units to establish and articulate institution-wide framework and strategy for inclusive excellence.

Objective 3

- Hosted first annual Access to Research and Inclusive Excellence (ARIE) National Conference for Mason students, faculty, and staff, in which over 400 attendees participated in-person or virtually.
- Mason offers inclusive excellence professional development workshops for all employees through different modes of facilitation – in-person, virtual, and online and self-paced. Over 1,000 employees participated in a workshop.

Goal 1: Access and Success

Objective 1

- Continue to expand Mason Virginia Promise (MVP) with new partnerships with other community colleges.
- TA currently spot audits recruitment files to ensure inclusive practices are being adhered to. With PageUp, we will utilize in-system document capture to expand this auditing capacity and increase accountability at the point of search. Additionally, HR will expand and promote increasing and tracking diverse candidate pools on the front end. Phase II will further expand on this with full-cycle applicant tracking of diversity pools.
- Develop a recruitment and retention plan for faculty, staff, and students.

Objective 2

- Maintain Mason's graduation rates (over 70%) above the national average, without substantial disparities among demographic groups.
- Maintain career outcomes where over 85% of Mason's alumni find career-related employment, continuing education, or public service within six months of graduation, without disparities among demographic groups.
- Continue to train and support our new performance management system for staff so that every staff person receives a fair and thoughtful annual performance review and can set goals for the following year.

Goal 2: Welcoming & Respectful Culture

Objective 1

- The FSE team has gained access to DHRM exit survey data and Mason exit survey data to begin review and identification of turnover trends.
- Second administration of the FSE Survey to launch in April 2024.

Objective 2

- Expand curricular and co-curricular offerings that focus on civil discourse, dialogue and debate across differences, and freedom of expression.

Goal 3: State Agency DOI Infrastructure & Training

Objective 1

- Continue to offer inclusive excellence professional development workshops for all employees through different modes of facilitation – in-person, virtual, and online and self-paced.

Objective 3

- Host second annual Access to Research and Inclusive Excellence (ARIE) National Conference for Mason students, faculty, and staff.
- Maintain collaborative institution-wide framework and strategy for inclusive excellence, which includes goals, metrics, and actions for each unit.

