

## University of Mary Washington 2024 Diversity, Opportunity, and Inclusion Plan

### Goal 1: Access and Success

*Recruit and retain a diverse campus by increasing access for diverse populations.*

- **Objective 1: Recruit, retain, and graduate underserved students.**
  - A. Design and implement enhanced efforts through
    - admissions,
    - access partnerships,
    - summer bridge
    - and new pathways to support the recruitment, retention and completion of a of underserved students in the region and around the Commonwealth.
- **Objective 2: Increase campus accessibility.**
  - A. Implement a plan for capital improvements to address campus accessibility issues.

### Goal 2: Welcoming and Respectful Culture

*Create and sustain a culture that welcomes and embraces diverse opinions, independent thinking, and respectful interactions to deliver optimal results for the campus.*

- **Objective 1: Celebrate our ASPIRE Community Values.**
  - A. Develop a plan to bring UMW's core values (Accountability, Scholarship, Personal and Institutional Integrity, Inclusive Excellence, Respect and Civility, and Engagement) to life as a fundamental aspect of the student experience.
  - B. Implement plan accordingly.
- **Objective 2: Cultivate free speech and expression resources.**
  - A. Create an interdisciplinary program with curricular and co-curricular opportunities for participation focused on civil discourse and debate to support the free exchange of ideas and diverse perspectives
  - B. Support training for students, faculty and staff in having difficult conversations across differences.

### Goal 3: State Agency DOI Infrastructure & Training

*Maintain a plan and infrastructure that continues to provide individualized skills training and career development for the campus.*

- **Objective 1: Bolster mental health and well-being resources.**
  - A. Enhance the capacity for employees to support students with mental health needs through
    - “gatekeeper” training
    - as well as resource development,

- and programming.
  - **B.** Communicate often about services and supports for the wellbeing of all students, faculty, and staff to the entire campus community.
- **Objective 2: Continued focus on campus safety.**
  - **A.** Build connections between and among UMW Police and students, faculty, and staff through an advisory board that emphasizes community policing principles and the significance of safety to a vibrant campus life.