

Diversity, Opportunity, and Inclusion 2023 Annual Report

The University of Virginia's College at
Wise 2024

2023 ACCOMPLISHMENTS	<p>Plan Goal 1: Access & Success</p> <p>A campus culture of inclusive excellence clearly establishes and consistently upholds expectations that all students, staff, and faculty are welcome at our institution and experience the conditions that enable them to truly thrive.</p> <p>Plan Goal 2: Welcoming & Respectful Culture Enhancement of International Studies opportunities</p> <p>Plan Goal 3: State Agency DOI Infrastructure & Training</p> <p>Cultivating all students and employees to be empowered in their own identity and to build respect in our community.</p>	<p>Continual development of ongoing social and academic educational programming that remains focused on a diverse group of people. Including focus during new employee workshops on history of the College, Academic Freedom, and demographic of the UVA Wise student.</p> <p>Develop print, web and social media materials highlighting efforts and initiatives of Inclusive Excellence to be messaged broadly and regularly.</p> <p>International consultant hired to restructure international affairs new structure will meet academic and outside the classroom needs for students, faculty and staff.</p>
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2024 continued goals.

Commitment to and progress towards hiring and retaining diverse employees to better reflect the diverse identities represented in our student population.

Develop effective inclusive communication, respectful professionalism and IE growth.

- *Committed to continuing our efforts to hire, support, and engage underrepresented people.*
 - *Increase advertisement in DEI publications.*
 - *Search committees to assess intercultural knowledge and competence during of applicants for all faculty and staff employment.*
 - *All search committees for employee positions will be trained in avoiding bias as part of the interviewing protocol.*
- Skills-based education that is universally implemented, regularly built upon and reinforced is a critical component of demonstrating Our commitment to IE.