

# Diversity & Inclusion at UConn

Building Community through Inclusive Excellence

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# What Is Inclusive Excellence?

Inclusive Excellence means putting our community values into action and creating a campus climate where all members thrive and succeed.



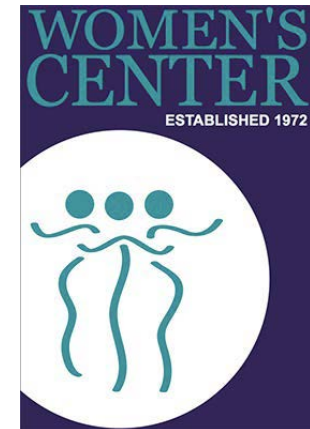
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# Mission Statement

The mission of the Office for Diversity & Inclusion is to advocate for access and equity across all university units, to welcome and celebrate the experiences of individuals regardless of background through innovative educational programs, and to transform campus climate to build a more welcoming and inclusive community.



# Cultural Centers/Programs



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# Employee Affinity Groups

- African American Faculty & Staff Association (AAFSA)
- Asian American Faculty & Staff Association (AAFSA)
- Association of Latina/o Faculty & Staff (ALFAS)
- LGBTQIOIA+ Faculty/Staff Affinity Group
- Women of Color Collective
- Women's Affinity Group



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# Inclusive Excellence Dimensions

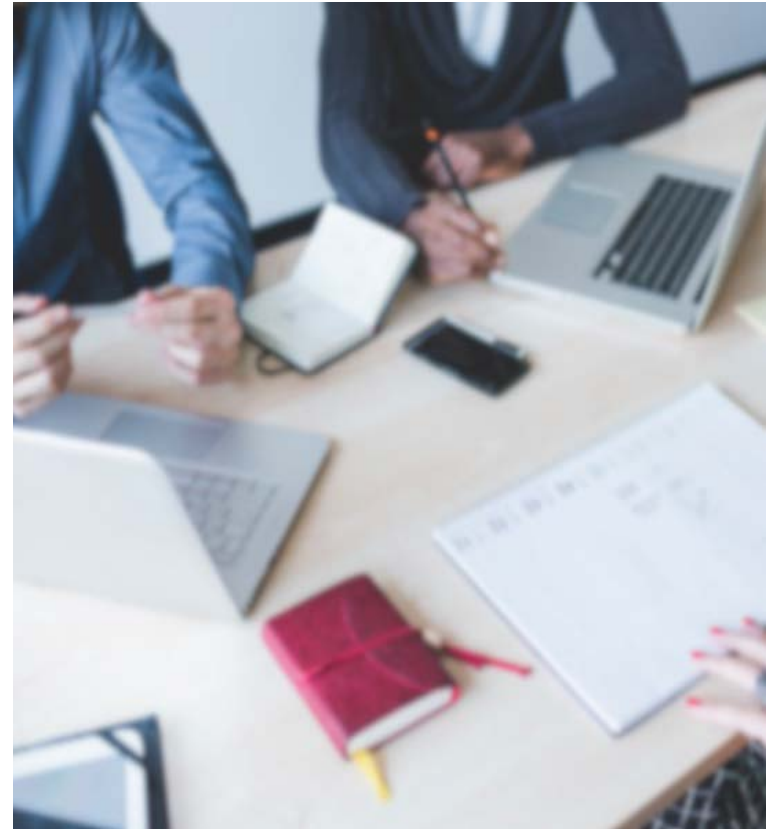
- I. Access, Equity, & Success
- II. Institutional Climate
- III. Curriculum & Pedagogy
- IV. Learning & Development
- V. Institutional Infrastructure
- VI. Transformative Impact

(Williams et al., 2005)



# Implications for Making Excellence Inclusive at UConn

- ❑ Examine learning objectives, courses, programs, activities, and outcomes from the perspective of making excellence inclusive.
- ❑ Equitable pedagogical and programmatic practices should be utilized to accommodate differences in the contexts of students' learning—not to treat all students the same.
- ❑ Constantly reflect on and examine the learning environment at multiple levels -- in classrooms, departments, and division from the perspective of making excellence inclusive.
- ❑ Facilitate dialogue with faculty and staff in departments and across disciplines for best practices for making excellence inclusive.
- ❑ Continuously seek out opportunities to build your capacity for making excellence inclusive through professional development opportunities that are specifically tailored for your discipline/field and/or subject area.



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