

INITIATIVE BRIEF

INCLUSIVE EXCELLENCE



A university-wide framework for becoming a more inclusive campus where all members of the UTSA community can engage, learn and thrive.

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OVERVIEW

The President's Initiative on Inclusive Excellence proactively and systemically addresses strategic issues of critical importance to develop and maintain a welcoming and inclusive campus at UTSA. The initiative elevates university-wide efforts through a framework of committees to advance specific aspects of UTSA's inclusive excellence goals. An Inclusive Excellence Advisory Board oversees this initiative, shaping priorities based on feedback from broad, representative segments of the UTSA community.

THE CHALLENGE

At its core, inclusive excellence promotes an environment where people from all backgrounds and diverse points of view can engage, learn and thrive. Recent incidents at UTSA and at universities throughout the nation are symptoms of larger, more systemic issues playing out across our country regarding the challenges of implicit bias, racism and inequity. Multi-faceted, long-term approaches are needed to bring about cultural change and reinforce UTSA's commitment to inclusive excellence.

THE IMPACT

This initiative will utilize practices and philosophies that embed all forms of diversity into every aspect of UTSA. Initially, three committees will lead specific efforts within the inclusive excellence spectrum. A **Cultural Intelligence** committee will sustain, increase and unify the cultural intelligence of the UTSA community through the implementation of new platforms and tools. A **Campus Climate** committee will assess and develop strategies to improve UTSA's campus climate through data collection and monitoring activities. Finally, an **Inclusive Recruitment** committee will work to increase the number of diverse faculty and staff by exploring and recommending new hiring strategies.

**FOR MORE
INFORMATION**

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