



## OFFICE OF DIVERSITY, EQUITY, AND INCLUSION (DEI)

**Inclusive excellence cannot be achieved in the absence of diversity. Diversity cannot be sustained in the absence of equity and inclusion.**

### About the Office

The State System and its universities are committed to cultivating diverse, equitable, and inclusive environments that allow all members of the State System community to thrive. The position of Vice Chancellor and Chief Diversity, Equity and Inclusion Officer was established in August 2020 to engage institutional and system leaders to develop, implement, and evaluate outcomes-based strategies that address inequities in all areas including but not limited to student access and achievement; faculty and staff recruitment and development; and campus receptivity. The work is grounded in, builds upon, and elevates the promising initiatives and thought leadership already occurring across the universities.

### Our Guiding Principles and Values

- Diverse identities and perspectives are essential elements of university life and should be considered when making all decisions.
- Students are the core of our work, and we must be intentional about creating environments that recognize differences and provide appropriate and equitable systems that foster positive outcomes.
- DEI strategies must include outcomes-based goals and be followed by action that is measured against these goals.
- Collaboration is essential. We must leverage our strengths to co-create an impactful State System that values and embraces DEI.

### Our Foundation

- Unwavering focus on student success
- Consistency in data transparency and accountability
- Commitment to system-wide continuous improvement

### Our Priorities

- Improving student outcomes and closing opportunity and achievement gaps, especially for historically excluded groups
- Creating inclusive campus environments for all students, faculty, and staff
- Increasing diversity of students, staff, faculty, and the curriculum

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