

MAKING GALLAUDET A PLACE OF BELONGING AND EQUITY

PRIORITIES

1. LEADERSHIP & CULTURE

- Complete an organizational audit to find additional opportunities for growth
- Continue cultural competency education and dialogue for board and executive team members
- Develop a culture of inclusion and belonging

2. MISSION & VALUES

- Develop a mission statement and values for the Division of Equity, Diversity and Inclusion
- Review University mission and value statements to ensure they promote diversity, inclusion and belonging

3. COMMUNICATION & EDUCATION

- Create and maintain internal communications processes that promote University EDI efforts
- Provide EDI education and training to University stakeholders
- Improve physical and digital spaces to exceed accessibility standards

4. POLICIES & PRACTICES

- Guide recruiting and hiring processes to align with University equity policies
- Facilitate the development of standardized and transparent recruiting and hiring policies

5. CONTINUOUS ENGAGEMENT

- Create and socialize university wide equity policies and a reporting mechanism
- Establish a Social Justice and Racial Equity Collaborative to help develop equity efforts
- Elevate the stories and experiences of the historically underserved groups through intentional and consistent programming

TOOLS

- EDI Education (trainings, workshops, webinars, assessments, evaluations)
- Focused Programming (panels, outreach, affinity groups)
- Bilingual Media (website, vlogs, social media, electronic mail, reports and updates)
- Community Conversations & Dialogues
- Strategic Planning (meetings, updates, reports)

PARTNERS

- The Board of Trustees
- The Office of the President
- Division of Student Affairs
- Division of Academic Affairs
- The Office of the CBO
- The Executive Team
- The Office of the Ombuds
- Human Resources
- General Counsel
- The Social Justice and Racial Equity Collaborative
- GU Alumni
- Organizations and institutions committed to equity work

OUTCOMES

- A more informed Gallaudet community
- Increased accountability for all Gallaudet stakeholders
- Increased cross-cultural competency, particularly for student-facing roles
- Increased cross-cultural engagement for all Gallaudet stakeholders
- Increased opportunities for collaboration for all Gallaudet units
- Increased visibility for students, faculty and staff across the spectrum of identities
- Increased opportunities for equity research and education
- Decreased reports of bias, discrimination and/or hate
- Increased student retention and academic success
- Improved relationships between students and campus units



The Gallaudet University Division of Equity, Diversity and Inclusion (DEDI) will intentionally and collaboratively work to provide a safe and welcoming bilingual learning environment where all community members, across the spectrum of identities, accept, appreciate and affirm the unique experiences, perspectives, and talents of those with whom we share our campus and the world.