# Excellence Through People
2013-2018 Diversity and Inclusion Strategic Action Plan

## Statement of Understandings

### Strategic Goals

<table>
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<td>Goal 7</td>
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**Comments**
Vision Statement

• engaged, student-centered environment
• first choice institution
• an institution of change in pursuit of West Texas A&M University’s Core Values
• access and opportunity -diversity of opinions, ethnicities, races, cultures
• cultural expectation
Statement of Understandings

- Diversity
- Inclusion
- Multiculturalism
- Interculturalism
- Access and Opportunity
- Equity
- Affirmative Action
- Discrimination
Goals

1. Enhancement of diversity in all its forms

2. Improvement of campus climate - aligned with one or more of the University’s Core Values

3. Educational and training opportunities - state and federal issues, best practices, and research that recognizes, values, and effectively manages different cultural perspectives

4. Responsibility, accountability, and recognition and sustaining a culturally diverse community

5. Internal and external collaborations and partnerships - diversity and inclusion and education-related research

6. Endowment - two $500 scholarships

7. Programs, activities, and services in all University units - a culture of inclusion
Successes and Challenges

Procedures
Programs
Activities
Services
Reporting
Office for Diversity and Inclusion

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