AzTU Roadmap on Equity, Diversity and Inclusivity for 3 years (2025-2027)

Milestones	Actions	Timeline
Foundation		
Leadership and Accountability	Establish an Equity, Diversity & Inclusivity (EDI) Council comprising of the representatives from faculty, staff, and student bodies	2025: 1
	Appoint relevant EDI Officers in key departments	2025: 2
	Integrate EDI objectives into the university's strategic plan and performance process	2025: 3
Policy and Structural Audit	Conduct an institution-wide audit of policies, procedures, and practices to identify EDI gaps	2025: 4
	Review hiring, promotion, and admissions policies to enhance fairness and transparency	2025: 5
	Establish confidential reporting systems for EDI-related concerns	2025: 5
Awareness and Capacity Building	Develop mandatory training modules on cultural competence, unconscious bias, and inclusive leadership	2025: 6
	Host EDI orientation sessions for new students, staff, and faculty	2025: 6 – 2026: 11
	Launch an EDI digital hub for learning resources, event information, and support services	2025: 6 – 2026: 11
Data Collection and Baseline Assessment	Conduct a university-wide survey to understand experiences of inclusion	2025: 8
	Collect and analyze demographic data to establish baseline metrics	2025: 9
	Identify underrepresented groups and assess disparities in student outcomes, hiring, and retention	2025: 10
Community Engagement	Facilitate listening forums and meetings to understand concerns and suggestions from all stakeholders	2025: 10
	Establish partnerships with local organizations and community leaders to align initiatives	2025: 11
	Promote EDI values through regular communication, newsletters, and social media	2025: 12
Program Development and Integration		
Curriculum and Learning Environment	Conduct a curriculum review to ensure diverse perspectives and inclusive content	2026: 1
	Develop and offer grants and incentives for faculty members to create or adapt inclusive course materials	2026: 2
	Encourage diverse guest speakers, case studies, and collaborative projects	2026: 2
Recruitment and Development	Identify and partner with schools and community organizations to support diverse talent pipelines	2026: 3
	Develop and implement scholarships and financial support initiatives targeting underrepresented groups	2026: 4
	Enhance inclusive recruitment processes for faculty and staff through training and appropriately identified criteria	2026: 5 – 2026: 12
Support for Vulnerable Groups	Establish mentoring and peer support networks for students and staff with vulnerable backgrounds	2026: 6 – 2026: 11
	Provide additional support services, such as counseling and academic assistance, tailored to diverse needs	2026: 6 – 2026: 11
	Introduce interest groups to foster communication and provide safe spaces for dialogue	2026: 6 – 2026: 11
Accessibility Improvements	Conduct accessibility audits for physical and virtual spaces	2026: 6
	Implement improvements to infrastructure and technology to meet accessibility standards	2026: 7 – 2026: 11
	Train staff on providing effective accommodations and support for students and employees with disabilities	2026: 7 – 2026: 11
EDI-Focused Events and Campaigns	Organize annual EDI conferences, panels, and workshops	2026: 5 – 2026: 8
	Celebrate cultural heritage events and observances	2026: 5 – 2026: 11
	Launch storytelling initiatives that amplify the voices and achievements of diverse community members	2026: 5 – 2026: 11
Evaluation, Update, and Sustainability		
Performance Measurement and Impact Review	Conduct a comprehensive assessment of progress against KPIs established in Year 2025	2027: 1
	Publish an annual EDI impact report detailing successes, challenges, and next steps	2027: 2
	Host stakeholder feedback sessions to ensure transparency and accountability	2027: 3
Policy and Program Enhancement	Enhance policies and procedures based on feedback and evaluation data	2027: 4
	Institutionalize effective EDI practices into governance structures and operations	2027: 4
	Update strategic goals to reflect evolving EDI priorities	2027: 4
Long-Term Commitment	Secure sustainable funding for EDI initiatives through partnerships and grants	2027: 5
	Create endowment funds to support scholarships and research focused on EDI	2027: 5
	Expand permanent EDI staff positions to maintain EDI program effectiveness	2027: 5
Cross-Institutional Collaboration	Share best practices and insights at national and international forums	2027: 7 – 2027: 12
	Partner with peer institutions to co-develop resources and initiatives	2027: 7 – 2027: 12
	Mentor emerging institutions in developing their own EDI frameworks	2027: 7 – 2027: 12
Recognition	Recognize and celebrate EDI champions and key contributors	2027: 7 – 2027: 12
	Document and share case studies highlighting the university's EDI experience	2027: 7 – 2027: 12
	Promote the university's EDI achievements to enhance its reputation as an inclusive leader	2027: 7 – 2027: 12