



**AzTU Equality, Diversity, and Inclusion (EDI)**

**Strategy Document**

**2025-2027**

# AzTU Equality, Diversity, and Inclusion (EDI) Strategy Document

## Executive Summary

AzTU's **Equality, Diversity, and Inclusion (EDI) Strategy** for 2025-2027 is a forward-looking plan to foster a culture of equity, inclusion, and diversity across all aspects of university life. This strategy is committed to ensuring that AzTU becomes an institution where all students, faculty, staff, and community members, regardless of their background, identity, or personal experiences, can thrive. By addressing systemic inequities, promoting diverse representation, and fostering an environment of respect and belonging, AzTU seeks to position itself as a leader in higher education in terms of inclusivity and diversity.

## Vision and Mission

**Vision:** AzTU will be an inclusive, diverse, and equitable institution where every individual is respected, valued, and supported. Our community will reflect the diversity of the world around us, and all members will have the opportunity to succeed and thrive, regardless of their identity or background.

**Mission:** To create an environment that empowers all individuals, fosters a sense of belonging, and removes barriers to success, through purposeful action on equity, diversity, and inclusion in leadership, teaching, learning, and community engagement.

## Strategic Goals

AzTU's EDI Strategy is structured around five key pillars. Each pillar defines specific, measurable goals to be achieved by the end of the 2025-2027 timeframe.

### 1. Leadership and Accountability

**Goal 1:** Establish strong leadership structures for EDI within AzTU

#### Actions:

Form an **EDI Council** with representatives from faculty, staff, and students, tasked with overseeing EDI initiatives and reporting progress.

Appoint **EDI Officers** in key departments (e.g., Human Resources, Admissions, Academic Affairs) to ensure consistent integration of EDI objectives across all areas of the university.

Integrate EDI goals into AzTU's **strategic plan** and make them a central part of leadership performance reviews.

**Goal 2:** Establish transparent systems of accountability.

#### Actions:

Integrate EDI goals into performance measurement processes for leadership, faculty, staff, and students.

Develop a **confidential reporting system** for EDI-related complaints and concerns to ensure accountability and transparency in addressing issues.

## 2. Policy and Structural Audit

**Goal 3:** Conduct a comprehensive audit of institutional policies and structures.

**Actions:**

Perform a university-wide audit of policies, procedures, and practices to identify systemic barriers and gaps in EDI.

**Review** hiring, promotion, and admissions policies to enhance fairness, transparency, and inclusivity.

**Implement inclusive recruitment practices** and ensure that all processes are free from bias and discrimination.

**Goal 4:** Improve institutional support systems for marginalized groups.

**Actions:**

Create **safe spaces** and **support networks** for underrepresented groups, offering mentorship and peer support.

**Expand counseling services** and ensure they are tailored to meet the diverse needs of students and staff from vulnerable backgrounds.

## 3. Community Engagement and Support

**Goal 5:** Engage the broader community and build external partnerships to support EDI.

**Actions:**

Establish strong partnerships with **local organizations** and community leaders to align efforts and share resources.

Regularly hold **listening forums** and **feedback sessions** to ensure that the voices of all stakeholders are heard in shaping EDI policies and initiatives.

Promote the university's commitment to EDI via **regular communication channels** (newsletters, social media, website) to keep the community informed and involved.

**Goal 6:** Foster a culture of inclusion and belonging across all university functions.

**Actions:**

Host **annual EDI conferences**, workshops, and events to provide educational opportunities on inclusivity, diversity, and equity.

Implement **diversity-focused programming** in academic and extracurricular activities to engage students in understanding and appreciating diverse perspectives.

Celebrate **cultural heritage events**, including those focused on specific racial, ethnic, or cultural groups, to promote inclusion and respect.

## 4. Curriculum, Learning Environment, and Support

**Goal 7:** Ensure that the curriculum is inclusive and reflective of diverse perspectives.

**Actions:**

Review all academic programs and **course materials** to ensure they reflect diverse perspectives and include voices from marginalized groups.

Provide **incentives** for faculty to develop inclusive teaching materials and foster diverse viewpoints within classroom discussions.

Encourage the inclusion of **guest speakers** from diverse backgrounds, and promote interdisciplinary projects that highlight global and diverse perspectives.

**Goal 8:** Provide support systems for underrepresented students and staff.

**Actions:**

Develop and implement **scholarships** and financial support initiatives targeting underrepresented groups.

**Strengthen mentoring and support networks** to ensure that students and staff from marginalized backgrounds are supported academically, socially, and professionally.

Provide **training and workshops** for faculty and staff to better support students from diverse backgrounds, particularly those facing systemic barriers to success.

## 5. Accessibility and Infrastructure

**Goal 9:** Ensure that AzTU is an accessible institution for all individuals, both physically and digitally.

**Actions:**

Conduct **regular accessibility audits** of both physical spaces and digital platforms (websites, learning management systems) to ensure compliance with accessibility standards.

Invest in **technology** and physical infrastructure to accommodate individuals with disabilities, ensuring a fully accessible learning and working environment.

Provide **accommodation training** for staff, ensuring they are equipped to meet the needs of individuals with disabilities.

## 6. Progress Monitoring and Evaluation

To ensure that the EDI Strategy is successfully implemented, regular monitoring and evaluation processes will be put in place:

1. **Key Performance Indicators (KPIs):**

- Track progress towards achieving specific, measurable goals, including diversity metrics, retention rates for underrepresented groups, and the successful implementation of inclusive programs.
- 2. **Annual EDI Impact Report:**
  - AzTU will publish an **annual report** detailing progress towards EDI goals, identifying challenges, and outlining strategies for improvement.
- 3. **Stakeholder Feedback:**
  - Gather regular feedback from faculty, staff, and students through **surveys, forums, and focus groups** to assess the effectiveness of EDI initiatives and identify areas for improvement.
- 4. **Continuous Improvement:**
  - Use feedback from all stakeholders to **adapt and refine** the strategy annually, ensuring it remains relevant and effective in fostering an inclusive environment.

## 7. Long-Term Sustainability

AzTU is committed to sustaining the progress made towards EDI through:

1. **Securing Sustainable Funding:**
  - Develop strategies to ensure long-term funding for EDI initiatives through **partnerships, grants, and endowments**.
2. **Creating Endowment Funds:**
  - Establish **dedicated endowment funds** to support scholarships, research, and initiatives that promote EDI.
3. **Expanding EDI Staffing:**
  - Increase the number of **permanent staff** dedicated to EDI efforts, ensuring ongoing attention and resources for EDI activities.

## Conclusion

The **AzTU EDI Strategy (2025-2027)** represents a bold and inclusive vision for the future of the university. By committing to the values of equality, diversity, and inclusion, and taking clear, targeted actions to promote these values in all aspects of university life, AzTU will foster an environment where all individuals feel supported, empowered, and valued. This strategy is an invitation to every member of the AzTU community to actively participate in creating a truly inclusive university that sets a national and international standard for equity and excellence in higher education.

**Approved by:** Scientific Council

**Date of Approval:** December, 2024