



APRIL 20, 2023

STATE OF INCLUSION & DIVERSITY



AUBURN
INCLUSION AND DIVERSITY



EVENT WELCOME AND INTRODUCTION

DR. JUWAN ROBINSON
DEPUTY CHIEF DIVERSITY OFFICER






STATE OF INCLUSION & DIVERSITY KEYNOTE

DR. TAFFYE BENSON CLAYTON
ASSOCIATE PROVOST AND VICE PRESIDENT FOR
INCLUSION AND DIVERSITY





State of Inclusion Diversity & Presentation


Dr. Taffye Benson Clayton

Associate Provost and Vice President for Inclusion and Diversity

A group of diverse people, including men and women of various ethnicities, are seated around a table in a meeting room. They appear to be in a discussion, with some looking at their phones and others looking towards each other. The room has a staircase in the background. The entire image is overlaid with a semi-transparent orange filter.

Last year at our first State of Inclusion and Diversity event we talked about how **Auburn is on a journey.**

We looked at where we've been, and how we've been **investing in our people, our campus and our communities.**

A dark, blue-tinted photograph of a large, multi-story building with a prominent steeple, likely an Auburn University building, serves as the background for the text. The building is partially obscured by trees and a fence in the foreground.

This year, we're reviewing how Auburn has taken **intentional steps towards inclusive excellence** and how leaders across our campus are setting Auburn up to accelerate that progress in the future.

Today's Focus: **Inclusive Excellence**

Auburn is driven by a mission of inclusive excellence and understanding that emphasizing diversity, equity, and inclusion practices is essential for our students and university's success.

Auburn is taking new, innovative and impactful approach to ensure the best outcomes for its student's and that starts with building an inclusive campus environment that celebrates diversity.





Auburn is making progress together by working hand in hand with each college, university leadership, President Roberts, and the broader Alabama community to embed the pillars of inclusive excellence within the university's strategic plan.

All the colleges across out campus are integral to Auburn's inclusive excellence journey. Without their commitment we cannot have the transformation change Auburn wants to bring about. This year **every college across campus took purposeful steps to bolster their diversity offering** and make all members of the Auburn Family feel valued.



“

**When the room is different,
the success is different.”**

*– Tylan Rudolph, Sophomore,
Industrial and Systems Engineering*

**How Auburn is
CELEBRATING DIVERSITY . . .**



Auburn is **actively investing in its people** and tapping into resources to boost diversity and representation on campus.

Auburn Tiger Takeoff is creating a **diverse undergraduate pipeline** and **admitted over 100 students** through the program last year.





Auburn is driving diverse enrollment and recruitment by engaging underrepresented communities



The Diversity Campus Experience (DiCE) program is creating a **diverse graduate school pipeline**.

In 2022, Auburn had a **43% increase in applicants from underrepresented groups** and **40% increase in female applicants** across all staff position.

Each college has a **suite of scholarships for underrepresented students**. For example, the College of Forestry, Wildlife and Environment, partners with HBCUs to drive diverse graduate enrollment. Also, Black and Hispanic Alumni have set up endowed scholarship aid the next generation.

The College of Liberal Arts and School of Aviation are partnering with the Jet Black Foundation to **increase minority female enrollment**.



Auburn is celebrating cultural moments throughout the year and building community across multiple generations of Auburn family

This Black History Month, Auburn looked back to champion its great alumni and recognize the progress they've made, while also **empowering the current and future Black leaders of Auburn.**

This Women's History Month, Auburn was **"Celebrating Women Who Tell Our Stories"** by giving Auburn women the opportunity to share their journeys on their paths to success.

Lunch and Learns allow students to use their voice to **become our next generation of leaders.** During Hispanic Heritage Month OID hosted a panel with Latinx student leaders across campus.

Employee Resource Groups create an environment of **inclusiveness and belonging amongst faculty.** We are excited to share that **Women in Technology recently launched an ERG here at Auburn!**





Auburn invests in its staff, faculty and students to empower diversity on campus with Inclusive Excellence Grants



In year two, the program will have awarded more than **\$29,000 across several impactful initiatives** throughout Auburn's campus.

The College of Veterinary Medicine Veterinary Intensive Program gave diverse students across Alabama **hands-on veterinary lab experience.**

The Harrison College of Pharmacy explored the **sociocultural dynamics that impact healthcare.**



“

We get students from different backgrounds, who have different needs, and it is our responsibility as the faculty and as the college as a whole to embrace these.”

*– Daniel Silva,
Assistant Professor, Industrial and Systems Engineering*

**How Auburn is Building
INCLUSIVE ENVIRONMENTS ON CAMPUS...**



Auburn is **embedding inclusivity into the on-campus experience**, and all the policies, practices, on-site locations and investments that support that day-to-day experience.

Auburn put the needs of previously underrepresented groups front and center this year



This Legacy Plaza means a lot to the university, to see that we have representation on campus and to see that we're not left out, that we're more than just athletes, **we are scholars, we leave legacies, we are entrepreneurs, and we are builders of communities.**" – Hoyt Hammond, Alpha Phi Alpha, Class of Fall 2015

Auburn implemented **139 new menstrual product dispensers** across campus to address period poverty.

Human Resource Development Courses **transform accessibility on campus.**

Investing across campus with **Tiger Giving Day** with including \$36,587 for the Together We Will Scholarship and \$7,495 to the Donning of the Kente graduation ceremony.

Coming Out with Pride provided an opportunity to celebrate the LGBTQ+ community and the highlight of the festivities was the opening of the Pride Center. The center had more than 1900 visits this year.

Black Student-Athlete Council striving to improve the Black student-athlete experience.

Faculty learn how they can support students by **earning inclusive philanthropy certificate**





Units across the campus joined in the effort to celebrate diversity in their fields

Engineering Together Program fosters student **success through diverse collaboration.**

The College of Architecture, Design, and Construction **fight discrimination through their NOMAS chapter.**

The College of Education partners with AACTE Holmes Program to **support diverse graduate students.**

Harrison College of Pharmacy partners with Walgreens to provide up to **\$12,000 yearly to diversify the field.**

Auburn Athletes celebrated the 50th anniversary of Title IX by **honoring many women trailblazers.**





Auburn creates high impact on campus experiences

Tiger Retreat's Block Party gets incoming students excited to excel.

MLK Breakfast reminds the community that "Hate cannot drive out hate; only love can do that."

Men and Women of Color Networking Events empower our diverse community.

Black Student Union's Unity Week celebrates Black History Month and changes happening around the community and world, all while connecting with other students.

Cross-Cultural Cultural Center for Excellence **takes students to DC** to gain deeper understanding of political landscape and social change.

Faculty Success Program emboldens professors to be inclusive excellence leaders on campus.

Black Alumni Weekend cultivates multigenerational community.



“

We strive to improve the lives of educators and K-12 students in our region with forward thinking education and selfless service.”

– Laura Crowe, College of Education

**How Auburn is Investing in
INCLUSIVE EXCELLENCE OFF CAMPUS . . .**



Auburn is **proactively investing in young students and facilitating student-led community outreach efforts** to give back to rural Alabama.



Inclusive Excellence starts before college, so Auburn is in the community building pathways to success

The Harbert College of Business set a **record of yearly high school visitors from underserved communities in 2022**

Opening a new world through the Young Professionals In Training Mentor Program

The Creative Exploration program is intended to present academic librarianship as a valid career option for middle school students of underrepresented backgrounds.

Giving K-12 students a leg up through Auburn University WIOA Supplemental Program

Exposing students **career options that utilize their real life experiences** through the the College of Agriculture's partnership with the MANRRS Leadership Institute

STEP into Nursing Program and COSAM's STEM Summer Bridge Program **build pathways for underrepresented students**





Just as we bring the community to Auburn, we bring students into the community



Student Involvement, OID, the Honors College and Housing have sent students to both the National Memorial for Peace and Justice and the Legacy Museum as part of a continuing mission to **provide students with real-life learning experiences.**

The Campus Kitchen Project is designed to allow students to **give back to the community** and learn how to resourceful address social issues.

The Rural Health Initiative **allows students to utilize their expertise to give back.**

The College of Human Sciences is committed to **giving Auburn's campus and students an international perspective**

A group of people are sitting on the floor in a meeting room, engaged in a discussion. The scene is overlaid with a semi-transparent orange filter. The text is centered over the image.

THANK YOU!

**For more than 100 submissions across all
Auburn colleges and departments.**

**Thank you for your continued partnership
and work to pursue progress at Auburn.**

Looking ahead to the 2023-2024 School Year



Working toward greater impact and stronger outcomes



Auburn is launching a new study abroad program



Gearing up for the 60th Anniversary of Integration



Auburn will continue to honor those dedicated to the work of advancing inclusive excellence



PRESENTATION OF INCLUSIVE EXCELLENCE AWARDS





PRESENTATION OF MATTHEWS SCHOLARS PROGRAM FELLOWS





STUDENT PANEL

MODERATED BY TONIKA BOYD,
DIRECTOR, CROSS CULTURAL CENTER
FOR EXCELLENCE





CLOSING REMARKS ANNOUNCING THE 60TH ANNIVERSARY OF INTEGRATION

DR. JUWAN ROBINSON,
DEPUTY CHIEF DIVERSITY OFFICER





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**Check out our
new website!**



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