Inclusive Excellence Framework

The model for Inclusive Excellence at RIT has four dimensions: 1) Access and Success, 2) Campus Climate and Intergroup Relations, 3) Education and Scholarship, and 4) Institutional Infrastructure. The dimensions create a framework that helps the institution monitor the progress of diversity and inclusion efforts. For additional information, see FAQs.

Access and Success
Achieve a more diverse and inclusive undergraduate and graduate student body, faculty, and staff.

Some examples: Objectives that contribute to:
- Achieving increased enrollments of women, AALANA, Deaf/Hard-of Hearing (DHH) and/or international undergraduate students.
- Increasing the academic success of AALANA, DHH, and/or first-generation students.
- Increasing the recruitment and success of a diverse graduate and professional student community.
- Achieving a more diverse faculty and staff.

Campus Climate and Intergroup Relations
Create and sustain an organizational environment that acknowledges and celebrates diversity and employs inclusive practices throughout its daily operations.

Some examples: Objectives that contribute to:
- Creating a climate that is supportive and respectful and that values differing perspectives and experiences.
- Fostering a supportive campus environment through initiatives and programming that reinforce inclusivity and bring diverse groups together.

Education and Scholarship
Engage students, faculty and staff in learning varied perspectives of domestic and global diversity, inclusion, and social justice.

Some examples:
- Offer courses, curricula, and learning opportunities at the undergraduate and graduate levels that support diversity and inclusion education.
- Increase the multicultural competencies and capacities of students, faculty, and staff.
Institutional Infrastructure

Create and sustain an institutional infrastructure that effectively supports progress in achieving diversity goals in the university strategic plan.

Some examples:

- Develop university-wide efforts designed to amplify the potential to secure gifts, grants, and opportunities to advance diversity and inclusion.
- Engage key leaders and stakeholders in analyzing disaggregated data and reviewing special studies to better understand and address long-standing organizational challenges such as the recruitment and yield of AALANA undergraduate students or the loss of women, AALANA, and DHH tenure-track faculty.