Inclusive Excellence

INQUIRY. ACCOUNTABILITY. ACTION.
DIMENSIONS OF THE IE FRAMEWORK

Access + Success

Climate + Intergroup Relations

Education + Scholarship

Infrastructure + Investment

Community + Partnership
Inclusive Excellence 2021-2022

• **Access + Success**
  • Offer key learning opportunities surrounding the topics of diversity, equity and inclusion.

• **Climate + Intergroup Relations**
  • Conduct comprehensive survey to understand the current climate of Virginia Athletics and create systems to continuously monitor climate and experiences.
  • Cultivate an inclusive, supportive and respectful department.

• **Education + Scholarship**
  • Offer key learning opportunities for all department staff and students surrounding the topic of diversity, equity and inclusion.
  • Facilitate collaborative partnerships with departments and resources on grounds to enable students, and staff to with colleagues in the University Community on Diversity, Equity, and Inclusion Initiatives.

• **Infrastructure + Investment**
  • Offer key learning opportunities surrounding the topics of diversity, equity and inclusion.
  • Increase awareness of Virginia Athletics Inclusive Excellence plan, strategies, and progress.

• **Community + Partnership**
  • Build multiple avenues so that Virginia Athletics Staff can build strong relationships and meaningful partnerships with the Charlottesville area community.
  • Provide opportunities for the local Charlottesville underserved population to attend events and camps, and find meaningful ways to serve the local and statewide underserved population.