

DEI Boilerplate Language

The language below has been sourced from *Rutgers Forward, University Diversity Strategic Plan*, originally published March 2022, updated September 2022. The link to the strategic plan can be found in the additional resources section below. Questions about the information below, or additional information can be addressed to Rutgers University Equity and Inclusion (diversity.rutgers.edu).

University Diversity Goal

Consistent with Rutgers' mission as the State University of New Jersey, Rutgers is committed to nurturing, maintaining, and enhancing opportunities for learning and understanding among individuals, communities and disciplines, and to promoting meaningful and inclusive engagement across a wide spectrum of characteristics and experiences.

Rutgers' goal is to prepare tomorrow's leaders for a world that is ever less homogeneous and ever more challenged by the task of connecting across differences to build community, solve problems, and ensure prosperity. Rutgers considers diversity to be necessary to foster the cultural competencies, resilience, and openness to dialogue that promote intellectual growth and intergroup understanding, which are essential for success in the classroom, the university community, and society at large.

Overall, Rutgers pursues diversity to enhance the excellence of ideas, innovation, civic debate, learning, and teaching to build a "beloved community" based on working together to reflect, respect, and embrace the complexities of all our parts.

University-Wide Initiatives and Information

University Equity and Inclusion leads efforts across the University to support Rutgers forward movement, providing resources and encouragement to build a beloved community.

Access

In fall 2015, Rutgers-Camden launched Bridging the Gap, a first-of-its-kind financial aid program among New Jersey's four-year colleges and universities. Rutgers-Newark established R-UN to the Top (Rutgers University-Newark Talent and Opportunity Pathways) in 2016 to cover the difference between other aid students receive and the full cost of in-state tuition and mandatory fees, at first for Newark residents and N.J. community college transfer students. In fall 2022, Rutgers-New Brunswick launched the Scarlet Guarantee to sharply drop net tuition and fees for thousands of students. These mechanisms to increase access to the university are an extension of our commitment to diversity, recognizing that a broad base of students enriches the inclusive excellence at Rutgers.

Each year, the Rutgers Future Scholars program offers 200 first-generation, low-income, academically promising middle school students from New Brunswick, Piscataway, Newark, Camden and Rahway the opportunity for a college education. In the summer before their 8th grade year, students become part of a unique pre-college culture of university programming, events, support, and mentoring that will continue through their high school years, and eventually college. Since 2007, this institutional

investment reflects our belief that access to higher education not only changes the lives of our students, but also has the power to change entire communities.

The Educational Equity and Excellence Collaborative (E3C) partners with the outstanding access and equity initiatives at Rutgers to create an eco-system that supports equitable outcomes for New Jersey's historically underserved populations. The E3C will create a network that deepens relationships with K-12 and higher education allies across the state. The E3C will support the innovative pre-college access and student success programs across Rutgers by providing opportunities to build capacity and enhance collaboration, creating a clearinghouse of resources for students, families, and educators, sharing best practices through symposiums and innovation labs, and supporting cutting-edge research. Through the Educational Equity Innovation Fund, the E3C will incentivize faculty and staff to explore ways to increase access and success for students from lower-income and/or other historically underserved backgrounds.

Faculty Diversity

Rutgers is committed to integrating diversity and inclusion into the institutional pursuit of academic excellence, guiding institutional investment in the retention and success of a diverse faculty. Investment in faculty diversity is part of a purposeful push to center the work of equity and inclusion so that Rutgers can better serve our students and retain the diverse faculty we recruit.

Rutgers is building a community of practice with individualized and targeted supports to increase diverse faculty/future faculty engagement, ensure effective mentoring, expand networking opportunities, and develop leadership skills to foster a sense of belonging and professional growth in the academy for all.

The University's Faculty Diversity Collaborative Peer Network is a mechanism to promote connection and offer means for engagement for Rutgers University faculty across Chancellor-led units. It will bring together diverse and allied faculty, to intentionally serve as a resource for one another and advance the institutional goal of increasing faculty diversity by fostering an inclusive climate that supports faculty recruitment and retention. The FDC Peer Network aims to convene communities of connection and provide new resources around two areas of institutional importance:

- Scholarly interests that align with the strategic cluster hiring growth areas of: race, racism, and inequality; diversity in STEM; and health equity.
- Areas of interest in fostering an inclusive climate: teaching pedagogy, mentoring, recruitment, future faculty (graduate student/postdoc support), early career support, and post-tenure success pathways.

The Institute for the Study of Global Racial Justice, funded by a \$15 million grant from the Andrew W. Mellon Foundation, is a university-wide entity with a central administration in New Brunswick and collaborative centers at Rutgers' three main locations—in Newark, New Brunswick, and Camden. Faculty from across the campuses, and in collaboration with various constituencies and groups, work together to imagine how their research and scholarship can have a transformative impact in community contexts and in the public sphere. Grounded by its uniquely diverse campuses across the state of New Jersey and abundance of scholarly disciplines and endeavors, the institute's reach is at once local, regional, and global.

Capacity Building

Rutgers University Equity and Inclusion builds institutional capacity to support ongoing learning about DEI topics and promotes cultural growth supporting the creation of inclusive and equitable learning and working environments.

The Diversity Education Network (DEN) is a mechanism for amplifying, connecting, and expanding equity, diversity, inclusion, and justice capacity building across Rutgers university for students, staff, and faculty. The partners join to promote university-wide bias prevention efforts (Speak Up!: Responding to Everyday Bigotry) and plan the annual Education as Disruption Intensive to support skill-building university-wide.

The Inclusive Leadership Network is a mechanism for fostering collaboration between organizational units and individuals to advance inclusive leadership development at all levels of leadership (supervisors, positional leaders, administration). The partners will join together to offer an Inclusive Leadership Academy, a five-course series offered twice per year focused on building the capacity of leaders to create and sustain inclusive climates as well as other opportunities for intentional professional development.

UEI hosts book discussion groups to help individuals develop skills and unpack challenges to fostering a respectful community by enabling participants to practice thoughtful interaction across difference with the books as a guide.

The University supports creative diversity, equity, and inclusion efforts through IDEA Innovation Grants. This program offers a way for innovative grassroots efforts to join the University's larger strategy. Projects are invited that encourage understanding and learning, invest in relationship-building across difference, and offer new ways to promote equity and diversity to achieve the goal of an inclusive university culture.

Additional Resources

University-Wide Efforts

- Rutgers University Equity and Inclusion | <https://diversity.rutgers.edu/>
- University Diversity Strategic Plan | <https://www.flipsnack.com/CC997DFF8D6/rutgersuniv-diversity-strategic-plan-3-28-22/full-view.html>

Chancellor-Led Unit Efforts

- New Brunswick | <https://nbdiversity.rutgers.edu/>
- Newark | <https://www.newark.rutgers.edu/meet-rutgers-newark/and-newark/equity-action>
- Camden | <https://diversity.rutgers.edu/rutgers-camden>
- RBHS | <https://facultyaffairs.rbhs.rutgers.edu/diversity-inclusion/>