

1. Create and sustain a campus culture that acknowledges and celebrates diversity, fosters inclusive excellence, and is committed to being antiracist.
2. Create and sustain an institutional infrastructure that effectively supports progress in achieving its diversity, equity, inclusion goals.
3. Attract, recruit, hire, and retain a high-quality and diverse faculty and staff dedicated to student development, professional excellence, continuing growth, and diversity, equity, inclusion and antiracist practices and principles.
4. Attract, recruit, admit, and graduate a talented and diverse student body equipped with the necessary socio-cultural competencies to meet the demands of the 21<sup>st</sup>-Century global work force.

- Hired a Vice President for Equity and Community (VPEC)
- Created the Office of Diversity, Inclusion and Equity (ODI&E)
- Established the Center for Student Access & Success
  - LUSSE
  - Passport to Success
  - Mentor Collective at Lehigh
  - High Impact Experience Opportunity Fellowship
  - Student Emergency Fund
- Conducted Inclusive Excellence in Teaching workshops for faculty
- Implemented the HEDS Diversity and Equity Campus Climate Survey
  
- Conduct a comprehensive review of LUPD policies and procedures to ensure they are aligned with our diversity, inclusion, equity and antiracism goals
- Participate in the Patriot League Antiracism Commission



- Conduct an audit of existing policies, programs, services, and practices using the framework of antiracism
- Implement multi-faceted educational programs on the topic of race and racism
- Expand support and programming for our low-income, first-generation, and BIPOC student populations and publish a detailed report on the funding of said programs
- Facilitate learning communities and workshops to help faculty infuse our systems approach to achieving inclusive excellence into their curriculum and classrooms
- Expand First Year Experience programming to include issues of race, racism, class, gender, religion, law, and challenge students to identify & critically analyze their own stereotypes and biases