

WIU's Commitment to Diversity, Equity, Inclusion and Anti-Racism

Western Illinois University fosters respect, equity, and inclusion for all students, faculty, and staff. WIU is committed to anti-racism, anti-oppression, equity, social justice, and diversity. We value inclusion as a core value and as an essential element of Western's public service mission.

WIU embraces individual uniqueness and a culture of inclusion that supports broad and specific diversity initiatives. Western believes in the educational and institutional benefits of diversity in society as integral to the success of all individuals.

At WIU, we will:

- Maintain a safe and secure environment for all members of our University communities.
- Educate and empower students, staff, and faculty to be social justice advocates.
- Provide curricula, programs, training, resources, and environments that reflect and strengthen the diversity of our communities, and to elevate cultural awareness and understanding.
- Ensure fair, equitable, and inclusive access to University facilities, programs, resources, and services.
- Create inclusive and equitable policies and practices.
- Diversify the University's workforce by assessing hiring practices to attract, retain, and develop talented staff and faculty from diverse backgrounds.
- Address intergroup disparities through areas as representation, retention, learning outcomes, and graduation rates.
- Create a Universitywide diversity plan to ensure a continued commitment to anti-racism, anti-oppression, equity, social justice, and diversity.