Mission

The Office of Access and Diversity increases higher education access, persistence, and graduation rates for underrepresented students.

Vision

The Office of Access and Diversity will transform lives through the power of higher education.

Values

- **Community**: Building an inclusive and affirming university community where everyone is valued and respected and connecting university resources with the larger community for positive change.
- **Shared Accountability**: Setting high standards of ownership and performance by holding our team accountable for the quality of our work through integrity and a high level of trust.
- **Learning**: Engaging students, faculty, staff, and community (individuals) by providing access and opportunity through supportive and nurturing learning environments leading to a better quality of life.
- **Self-Actualization**: Realizing and fulfilling each individual’s vision of educational and personal success through empowerment allowing them to make a difference in their lives and in their communities.
- **Social Justice**: Raising awareness through advocacy, empowerment, and strategies that support equity, diversity, and inclusion on behalf of the communities we serve by promoting honor, equity, and mutual respect.

Strategic Goals

- Welcome, promote student engagement, and a sense of belonging for underrepresented students.

1. Provide a more inclusive, welcoming, and nurturing environment for underrepresented students as they transition into higher education.
2. Create a sense of belonging for students by creating a vibrant community and culture through programs, initiatives, and new traditions (returning students welcome new students) supporting academic and personal success through access, information, and knowledge.
3. Build strong partnerships with new student orientation and other institutional partners to provide accurate and relevant information for underrepresented students.
4. Affirm students identities, experiences, and backgrounds to promote their academic, mental, emotional, and personal well being.
Enhance the existing education pipeline for underrepresented students at WSU.

1. Collaborate in division and university-wide initiatives to improve retention and graduation rates and accurately reflect the demographics of the community we serve (i.e., implementing a men of color program, parent initiatives).
2. Partner across the division and institution to promote and support student success by creating successful pathways for underrepresented students.
3. Create a database (map/inventory) of services, programs and other available resources to increase college participation, enrollment, retention, and graduation for underrepresented students.
4. Provide educational and institutional support for students as they navigate their higher education experience.

Articulate and promote Access and Diversity identity and objectives to stakeholders and other interested partners.

1. Clarify and share respective goals, objectives, and expectations throughout Access and Diversity, Student Affairs, Weber State University, and the community at large to promote underrepresented student success.
2. Facilitate dialogues among our institutional partners (on and off campus) to build bridges promoting institutional values and access to higher education.
3. Improve consistency and delivery of services in an efficient and timely manner.
4. Increase the number of mutually benefiting partnerships providing opportunities to connect intellectual resources with the needs of the community.

Promote excellence in Access and Diversity through effective leadership and stewardship of resources.

1. Partner with Division and institutional partners to assess current campus climate and needs underrepresented students may have.
2. Engage in best practices and successful evidence-based models enabling us to better serve our students and align to division and institutional priorities.
3. Explore professional development opportunities to better prepare staff to work with underrepresented students.
4. Support collaboration by fostering a culture of excellence through diverse people, initiatives, and practices.