1. **Access, Success and Equity**
   - Recruit and Retain a Diverse Student Body
   - Ensure equitable outcomes for students.

2. **Employee Access, Success and Equity**
   - Recruit and Retain a Diverse Workforce
   - Ensure equitable outcomes for employees.

3. **Campus Climate and Intergroup Relations**
   - Develop a Shared and Inclusive Understanding of Diversity
   - Create a Welcoming Campus Climate/develop a psychological and behavioral climate supportive of all students
   - Foster positive and meaningful interactions across different cultures

4. **Education, Scholarship and Service**
   - Develop a Curriculum That Fosters United States Cultural Competencies through curricular and co-curricular content and experiences, with an emphasis on experiential learning.
   - Develop a Curriculum That Fosters International Cultural Competencies curricular and co-curricular content and experiences, with an emphasis on experiential learning.
     - Ensure that students and employees become literate in their own and other cultures and experiences, and are competent in interacting across difference.
   - Foster cognitive complexity and critical thinking [in the areas of diversity, equity and inclusion]

5. **Infrastructure**
   - Diversify University Leadership and Management
   - Build leadership capacity to drive diversity and inclusion strategy and support a welcoming climate
   - Coordinate Organizational Change to Support Our Diversity Goals
   - Create a structure that supports the implementation of diversity and inclusion goals and the achievement of desired outcomes.
   - Become a model for sustained success in the areas of access, racial justice, inclusion and equity in our region and among our peer and aspirational institutions