Worcester Polytechnic Institute (WPI) is committed to creating and sustaining a campus culture that exemplifies the ideals of a diverse, pluralistic, and interconnected global society. We strive to advance our commitments to social justice by centering critical diversity scholarship, in pursuit of sustainable inclusive excellence.

Establishing a culture that embodies an authentic sense of inclusion and belonging requires that we collectively engage in the shared responsibility of creating change as a community. This involves the active, intentional, and ongoing engagement with diversity that builds our self-awareness, cultural proficiency, and agency. As we work toward greater individual/institutional agency and social responsibility, we maintain and reaffirm our commitment to blending diversity, equity, and inclusion (DEI) into the full fabric of the WPI community.

The following DEI Strategic Framework serves as the foundation of our commitment to creating and sustaining a culture of sustainable inclusive excellence.

**DEI GOALS & OBJECTIVES**

The DEI Strategic Framework is organized around four goals that underpin our overarching DEI efforts to create a culture in which all members of the WPI community feel an authentic sense of inclusion and belonging.

The four goals and complementary objectives represent foundational institutional priorities that guide our strategic actions and priorities.

**Inclusive Campus Culture in Service of Students**

Increase WPI’s institutional capacity and social responsibility toward an inclusive campus culture through equitable practices, policies, and social interactions in service of students.

**Objective #1:** Build WPI’s lateral diversity infrastructure through sustainable department, division, and leadership implementation plans and priorities.

**Objective #2:** Infuse and embed an institution-wide commitment to DEI through WPI’s mission and values statement, strategic planning process, and a culture of accountability.

**Objective #3:** Promote and enhance DEI agency and social responsibility through campus-wide DEI co-curricular engagement and multimodal learning opportunities.
Innovation and Equity in Teaching, Research, and Scholarship

Build WPI’s academic DEI capabilities by promoting diverse pedagogy, culturally responsive teaching, and socially just research and scholarship opportunities.

Objective #1: Advance the design and implementation of culturally responsive pedagogical strategies in research, teaching, and learning.

Objective #2: Promote inclusive learning and work environments by incorporating diverse pedagogy and scholarship into the WPI’s curriculum, project, and global experiences.

Objective #3: Increase the engagement and funding of faculty, graduate students, and postdoctoral fellows whose research and teaching centers equity and social justice scholarship.

STEM Access and Retention

Increase access and retention/graduation rates of marginalized and underrepresented student populations in STEM disciplines.

Objective #1: Expand and advance strategies to attract, enroll, retain, and graduate marginalized and underrepresented undergraduate and graduate students.

Objective #2: Enhance pathways to greater access and success for marginalized and underrepresented populations in STEM disciplines through increased support and resources for pipeline programs and initiatives.

Objective #3: Increase financial resources, scholarship opportunities, and aid strategies and initiatives that support greater affordable access to underrepresented populations, first-generation, low socioeconomic, and Pell Grant-eligible students.

Diverse Talent Strategies

Increase marginalized and underrepresented staff and faculty recruitment rates/resources, promotion pathways, and retention initiatives/priorities.

Objective #1: Establish and embed equitable and socially just practices/procedures in attracting, developing, and retaining marginalized and underrepresented staff and faculty at all levels of the institution.

Objective #2: Develop inclusive onboarding, mentorship, and support services that promote organizational learning, holistic development, and positive mental health.

Objective #3: Develop equitable pathways for professional growth and promotion/tenure, including recognizing and rewarding staff and faculty contributions toward advancing DEI strategic outcomes and goals.