



# Auburn University

## State of Inclusion





**Diversity, equity, inclusion and social justice**  
are important values at Auburn University.





**AUBURN UNIVERSITY WILL PROACTIVELY WORK** to eliminate barriers facing underrepresented community members and commit to sustaining and supporting diversity in all its forms including those based on life experience, gender, sex, nationality, race, identity, ethnicity, age, political affiliation, sexual orientation, gender expression, gender identity, socioeconomic status, veteran status, disability, neurodiversity, and religion. **Auburn will actively cultivate a community where all members are valued, respected, and can thrive personally and professionally.** Auburn will invest substantial resources to increase the number of underrepresented groups in all facets of the University to include staff, students, faculty, vendors, partners, and those who offer voluntary service.

Auburn will measure its commitment to diversity, equity, inclusion, and social justice through ongoing assessment and evaluation of activities and individual and collective actions as reflected in practices, procedures, programs, relationships, behaviors, and campus culture.





**Welcome to  
Auburn's first  
State of Inclusion  
address.**



# Auburn is on a journey.

As a land-grant institution, Auburn has a responsibility to serve the people of Alabama, the country, and the world and create an inclusive campus where people can thrive.

Auburn is taking important steps to assess our impact and where we need to improve by delivering actionable progress and providing updates.



**We are in an ongoing effort of discovery**  
to continuously inform, measure and improve our  
efforts.



Auburn recommitted to advancing equity by redefining our **focus on equity and inclusion, addressing racial injustices on our campus** and in our state, and implementing a plan to **support a community where everyone feels they belong.**



We share a common goal of supporting the Auburn Family so we can all thrive and succeed.

**Today, we're going to talk about how we're advancing diversity, equity, and inclusion for our people, our campus, and our community.**



**But first,  
we need to acknowledge  
where we've come from.**



Last year, we  
recognized and  
shined a spotlight on  
contributions to our  
campus' history that  
shouldn't be forgotten.



## HONORING HAROLD FRANKLIN WITH A DESEGREGATION MARKER ON CAMPUS

The legacy of Dr. Harold A. Franklin, Auburn University's first African American student, **will live on forever in a commemoration of his courageous efforts to desegregate our land-grant institution.**

Franklin initially was not allowed to defend his thesis in the Department of History at Auburn, a wrong that was righted in February 2020 before he participated in commencement that December.

For all Auburn had done to honor Franklin—awarding an honorary degree in 2001 and erecting a historical marker in 2015, commemorating desegregation—it had never fully acknowledged “the story about this man who was cheated out of the degree he rightfully earned.”

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## COMMEMORATING BLACK STUDENT ORGANIZATIONS ON AUBURN'S CAMPUS WITH NPHC PLAZA

A groundbreaking ceremony ushered in the upcoming **construction of Auburn's new National Pan-Hellenic Council Legacy Plaza**, which will be completed in Spring 2022.

The plaza will honor National Pan-Hellenic Council member organizations and celebrate African American culture at Auburn.





It is critical to our mission that every member of the Auburn Family  
feels that **they belong and are valued.**



# Auburn is investing in our people to increase representation on campus...

## INCREASING BLACK REPRESENTATION AMONG STUDENT BODY

Auburn's efforts to support need-based aid, utilize collaborative partnerships, and remove enrollment barriers resulted in a **20% increase in new Black freshman and transfer students.**

In 2022-2023, Auburn will continue the exciting enrollment trends from 2021 through **continued outreach to the Alabama community and promoting scholarships** that assist students from underserved backgrounds.

## BRINGING A MORE DIVERSE GROUP OF FACULTY AND STAFF TO OUR CAMPUS

Auburn has begun the implementation of **evidence-based practices for building a faculty pipeline** like vigorous outreach, SEC prospective faculty talent sharing, cultivating an inclusive excellence mindset towards hiring, search education, and greater college and school accountability.

## RECOGNIZING CULTURAL MOMENTS AND CELEBRATIONS

Auburn has been **increasing awareness of religious holidays, cultural moments of recognition, heritage months**, and more through campus digests and institutional statements that help the campus learn more about these moments in time, and how they can get involved.

This past year, Auburn launched an [institutional DEI page](#) that provides an overview of Auburn's DEI strategy, progress, and a **centralized location for all of Auburn's DEI resources.**



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# ...belonging and connection on campus...

## COLLEGES ACROSS CAMPUS RALLY TO SUPPORT DEI INITIATIVES

Many units across our campus have been inspired by the opportunity that Tiger Giving Day offers to further demonstrate the importance of diversity and inclusion.

The inspiration is evident as **one-fifth of Tiger Giving Day projects were focused on creating a more diverse, equitable, and inclusive campus.**

## CREATING NEW STRUCTURES FOR INCLUSION ON CAMPUS

Auburn published a **map of all-gender restrooms** on Auburn's campus, created with the Sustainability Capstone class.

In February, the College of Education program opened a completely renovated facility that will support the **Auburn EAGLES** program – designed to give students with intellectual disabilities a complete college experience while helping them achieve their employment and independent living goals.

## CONNECTING FACULTY ACROSS THE CAMPUS

This spring, the Faculty Success Program advances the university's ongoing efforts to **support the development, connection, and mentoring of faculty**, and is an investment in investment into the success of underrepresented communities at Auburn.

The 12-week program equips tenure-track and tenured faculty with the skills to increase research and writing productivity while maintaining a healthy work-life balance.



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Congrats



# ...and so that those who want to join the Auburn Family aren't limited in doing so because of financial burdens.

## EVER AUBURN SCHOLARSHIP

The Auburn University Foundation announced matching funds to provide **150 new scholarships and more than \$9M** for deserving students.

This Ever Auburn Scholarship makes the Auburn experience more accessible to those who are eligible for need-based financial aid.

## TOGETHER WE WILL SCHOLARSHIP

This year, **donors gave \$287,400 to build pathways for diverse students** by supporting a scholarship designed by students in our Tiger Excellence Scholars Program (TESP).

This scholarship aims to achieve a robust and diverse enrollment of students while enhancing access, affordability, and academic quality.

## INCREASING MINIMUM WAGE

Auburn established **a new minimum wage full-time hiring rate at \$14.50 per hour**. This ensures that all eligible full-time employees will earn at or above the 2021 generally accepted living wage for Lee County.

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Auburn continues to build an inclusive campus where **we all continue to learn** about how we can accelerate DE&I efforts.

This education extends  
into our processes,  
structures, and into our  
expectations  
of leadership....



## UPDATED TRAINING AND PROCESSES FOR INCLUSIVE HIRING PRACTICES

Auburn has leveraged our SEC network through the SEC Emerging Scholars Career Preparation workshop, which started in Fall 2021 and **helps identify grad/Ph.D. students** for postdoctoral and Assistant Professor positions.

Auburn is developing faculty position descriptions that clearly embed DEI values. We have **programs in place to assure each member of a faculty search committee receives robust and intentional training relative to implicit or unconscious biases** and have established policies and procedures that hold search committees and departments accountable and responsible for their faculty hiring policies, procedures, and outcomes.

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## INCORPORATING STAFF FEEDBACK INTO RECRUITMENT AND RETENTION

Auburn has **added proactive and specific language encouraging diverse applications to all staff postings** at Auburn University.

Auburn is utilizing exit interviews to capture the strengths and opportunities to improve experiences for all Auburn employees. Once people are hired, Auburn connects new faculty and staff with Auburn affinity groups, culturally specific community groups, and university resources.



# ...and extends into resources on campus...

## WIDELY AVAILABLE DEI/EEO TRAININGS

In 2022-2023, **Auburn will develop a DEI/EEO micro-credential**, and utilize the results from the Campus Climate Survey to create additional educational opportunities for the Auburn Family.

In 2021, Auburn developed and launched two strongly recommended and **comprehensive EEO and DEI interactive courses** to educate the Auburn Family and create a safer and healthier campus environment.

## AUBURN RECOGNIZED FOR SUPPORTING MENTAL HEALTH THROUGH ACTIVE MINDS HEALTHY CAMPUS AWARD

The university was one of five institutions to be awarded for how it found ways to pivot and address student needs during the COVID-19 pandemic, proactively address systems of oppression, integrate health and well-being in strategic planning and use data to ensure that students are getting the care they need.

**Mental well-being is essential for students to thrive academically and socially**, and Auburn will continue to prioritize this in the coming year and beyond.

...and involves creating opportunities to convene on campus and facilitate an inclusive environment.



**Auburn continues to build  
partnerships** in our community  
and across the state and country that  
advance our DEI priorities.



# Our partnerships will support our community and help us continue to build the Auburn Family.

## RECRUITING ACROSS ALABAMA

To extend Auburn's recruitment efforts to the broader Alabama community, in the summer, Auburn hosts **Tiger Takeoff, which allows high-achieving rising seniors to experience college life on the Plains.**

Tiger Takeoff is designed for students from underrepresented populations, such as American Indians, African Americans, Hispanic/Latinos, and Asian Americans, and welcomes prospective first-generation college students and individuals from disadvantaged backgrounds.

## AUBURN STRENGTHENS GRADUATE SCHOOL OPPORTUNITIES FOR STUDENTS AT ALABAMA HBCUS

Auburn is waiving admission application fees for students from eight of Alabama's HBCUs, interested in pursuing post-graduate studies in one of Auburn's 190+ graduate degree programs.

Designed to encourage enrollment in graduate school, the waiver program is **one of several efforts the university is undertaking to strengthen its academic partnerships with HBCUs** and encourage diversity in graduate education across the state.

## EXPERIENCE AUBURN TRAVEL AWARD PROGRAM HELPS OFFSET CAMPUS VISIT COSTS FOR STUDENTS IN NEED

Experience Auburn is for high school juniors and seniors of all races and ethnicities with demonstrated financial hardship — particularly students who are first in their families to pursue a four-year college education or who reside in a highly rural county.

**This initiative will help prospective students cover core campus visit costs.**

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This progress for our people, our campus,  
and our community will help us make  
Auburn a more diverse, inclusive, and  
equitable institution.

**For today, and for tomorrow.**



**Everyone in this room, and on this campus, plays a role in generating this progress.**

**Though much work has been done,  
there is still more to do.**

**Despite some progress, daily reminders  
tell us there is more work to be done to  
continue upholding the institution's  
most cherished values.**