

# Mason Science AJEDI Explained

For AJEDI definitions, resources, and events visit: [science.gmu.edu/AJEDI](http://science.gmu.edu/AJEDI)



## OUR GOALS

Mason Science believes a diversity of opinions, cultures, and perspectives provides vibrancy to an academic community. **To foster this community together, our goals include:**

**Establish equitable systems**, processes, policies, and procedures

**Create and maintain** a multicultural, equitable, inclusive and psychologically safe culture and climate

**Cultivate organizational values** of accountability, transparency, civility, and respect

**Increase access and equity pathways**, initiatives and support incoming and current students, faculty and staff belonging to historically marginalized groups

**Increase both domestic and international research**, scholarship, service, and partnerships around issues of AJEDI

**Prepare all Mason Science students** to successfully navigate an increasingly diverse and interconnected national and global society

**Enrich and strengthen AJEDI knowledge**, skills, and capacity across all Mason Science

**Execute all components** of Mason Science AJEDI Strategic and Inclusive Excellence Plans

**Recruit, hire, and retain** more faculty, staff, and leadership from historically marginalized, minoritized, and disenfranchised groups

**Increase access to and participation** in STEM education, research, and careers for students from historically minoritized and marginalized groups and communities

## Diversity in the Workplace

### Why is it important?

- ▲ Safe, respected, and connected
- ▲ Diversity = excellence
- ▲ Sense of belonging
- ▲ Encouragement to thrive and be true self
- ▲ Psychological safety
- ▲ Innovation
- ▲ Employee retention
- ▲ Cultural responsiveness

