OFFICE OF INCLUSION AND INSTITUTIONAL EQUITY

About
The Office of Inclusion and Institutional Equity (https://www.towson.edu/inclusionequity) strives to foster a culture of integrity that values shared responsibility as a critical element of an inclusive, equitable and diverse community. This vision is built upon the belief that a diverse and inclusive campus community enhances our institution and strengthens us all in immeasurable ways.

Mission
Under the auspices of the president (https://www.towson.edu/about/administration/president), the Office of Inclusion and Institutional Equity (OIE) affirms and supports Towson University’s commitment to diversity (https://www.towson.edu/about/diversity.html), inclusion, and equity. The office fosters a university climate that is grounded in respect, civility, and inclusion, enriches the educational experience of students, supports positive workplace environments, promotes excellence, and cultivates the intellectual and personal growth of the entire university community. In addition, we work to support the university’s commitment to a learning and working environment free from sexual misconduct, discrimination, harassment, hate and bias.

Goals
Towson University’s goal to become a National Model for Diversity is one of the institutional priorities in the university strategic plan TU 2020: A Focused Vision for Towson University (https://www.towson.edu/about/mission/strategicplan.html). In June 2014, the President’s Council adopted and approved five strategic diversity goals to take Towson’s diversity efforts to the next level. They are:

- Promote appreciation for and advancement of equity, diversity and inclusion at TU
- Enhance recruitment and retention of students from underserved and/or underrepresented populations
- Close achievement gap for first generation, low income and students from underrepresented groups
- Enhance recruitment and retention of faculty and staff members from underserved and/or underrepresented populations
- Support respectful and mutually beneficial community collaboration

What We Do
Accessibility
Towson University is an equal opportunity, affirmative action institution (https://www.towson.edu/about/accessibility). The University does not discriminate on the basis of race, color, religion, age, national origin, sex, disability, veteran status, sexual orientation or gender identity in its programs and activities.

Center for Student Diversity
The Center for Student Diversity (https://www.towson.edu/studentdiversity) was established to aid the institution in its efforts to foster inclusion, collaboration, and relationship building. It provides academic, social, and transition support for underserved students and promotes exchange and dialogue between individuals of diverse backgrounds and identities. Together, we support the access and academic success of historically underrepresented groups through programs and services that enhance the student experience.

Disability Support Services
Disability Support Services (https://www.towson.edu/dss) is part of Towson University’s commitment to promoting a diverse and inclusive campus that is welcoming to all. We collaborate with students, faculty and staff to ensure equal opportunity and create an accessible educational experience for students with disabilities.

Diversity & Inclusion Initiatives
Towson University values diversity (https://www.towson.edu/inclusionequity/diversity) and fosters a climate that is grounded in respect and inclusion, enriches the educational experience of students, supports positive workplace environments, promotes excellence, and cultivates the intellectual and personal growth of the entire university community.

Hate & Bias Incidents
Towson University (https://www.towson.edu/inclusionequity/reporting.html) strives to create a learning environment that is inclusive of diverse groups, ideas, and opinions and that is sensitive to individual rights of expression. The University promotes a campus community that allows for understanding and civility among those living, working, teaching, learning, and studying, while discussing, discovering, and debating different viewpoints.

Title IX
The university endeavors to foster a climate free from sexual misconduct (https://www.towson.edu/inclusionequity/titleix) through training, education, prevention programs, and through policies and procedures that encourage prompt reporting, prohibit retaliation, and promote timely, fair and impartial investigation and resolution of sexual misconduct cases in a manner that eliminates the sexual misconduct, prevents its recurrence, and addresses its effects.