



جامعة عجمان  
AJMAN UNIVERSITY

# Diversity, Equity and Inclusion Strategic Plan 2022-2027



## Introduction

Ajman University (AU) adopts an environment that fosters Diversity, Equity and Inclusiveness (DEI) in accordance with its principles and its strategic plan. One of its core values, in particular, confirms commitment of AU to diversity, equity and inclusion. We recruit, retain, and support a diverse student body, faculty, and staff. We welcome and celebrate intellectual and cultural diversity. The AU mission and the DEI strategy will enable all AU units to outline methods for assessing the impact of bias and discrimination. Equity may create a sustainable, inclusive environment as an institution and as individuals if all AU members are aware of the biases in our society. Raising awareness through action-orientation initiatives may help AU focus on empowering the University community members to implement changes in the organization culture of tolerance accordingly.

Laws of the United Arab Emirates ban discrimination and hostility based on cast, religion, or ethnic background. In addition, there are rules protecting the rights of self-reliant individuals (those with special needs) and legislation requiring equal rights for women. Tolerance is celebrated in the UAE as there is a ministry of tolerance. Regarding the provision of equal opportunities, AU recognize and acknowledge our responsibility under UAE legislation.

The Chancellor of AU has formed a committee, namely Diversity, Equity, and Inclusiveness (DEI) Committee with the following mandate:

1. Explicitly define AU goals for diversity, equity and inclusion and present to the Chancellor for approval.
2. In coordination with OIPE, develop policies and procedures to promote diversity, equity and inclusion at AU.
3. Identify the role of different units at AU to implement these policies and procedures and define their specific KPIs for assessment and continuous improvement.
4. Periodically monitor the implementation of these policies and procedures to ensure that the specified AU goals are met.
5. Submit an annual report on the achievement of the DEI Committee that also includes recommendations for further improvement.
6. Perform any other tasks that would enhance the effectiveness of the DEI Committee in achieving the specified goals.

**The DEI Committee has developed a 5-year strategic plan (2022-2027) with the following goals, objectives, and action plans.**

## Goal 1

**Develop policies, procedures, infrastructure and system to ensure progress towards diversity, equity and inclusion among faculty, students, and staff.**

### Objective:

Establish University-wide system that fosters diversity, equity and inclusiveness as a fundamental value of our university's mission and strategic plan.

### Action Plan:

1. Review and amend University policies, procedures, and practices to highlight diversity, equity and inclusion in education, teaching and working environment within the cultural sentiments of UAE.
2. Employ technological tools and infrastructure that support people with special needs.
3. Enhance public awareness of our commitment to diversity, equity and inclusion through alumni network, social media, and other platforms.
4. Revise AU grievance policy for people who may be subject to any kind of discrimination with respect to diversity, equity, and inclusion.

## Goal 2

**Increase the number of nationalities and underrepresented minorities within the AU community potentially through the recruitment of a diverse faculty, staff, and student.**

### Objective:

Encourage a more diverse undergraduate and postgraduate students, faculty and staff body.

### Action Plan:

1. Assess the current demographic situation of all sections in the University
2. Include alumni and diverse employees in the recruitment of students, faculties and staff.
3. Implement actions in AU recruitment campaign to attract students, faculty and staff from diverse ethnicities, socioeconomic backgrounds, and other forms of diversity.



## Goal 3

**Foster an inclusive organization culture that promotes inclusion for everyone regardless of their gender, ethnic, religious or marital backgrounds to achieve academic and professional excellence.**

### Objective:

Develop a campus environment and code of ethics where all community members are equally respected and experience a sense of belonging and engagement.

### Action Plan:

1. Provide the resources and support to address administrative or academic barriers and support the achievement of all members of AU community.
2. Ensure faculty, staff and students are provided with access to appropriate resources, and specialist knowledge, expertise, and cultural capabilities, to facilitate learning about the importance of inclusive environment in AU community.
3. Ensure faculty, staff and students work and learn in a culturally tolerant environment.
4. Foster an environment where all students, faculty, and staff feel they can perform and thrive by expressing their real selves with AU.

## Goal 4

**Create an environment where differences are appreciated and there is access, opportunity and advancement for all stakeholders in every stage of their education and careers.**

### Objective:

Identify and eliminate barriers that have prevented full participation and provide equitable opportunities for all faculty, staff and students for their holistic development, regardless of inherent differences.

### Action Plan:

1. Foster learning and working environment equity, by conducting frequent audits and studies on university data pertaining to gender, color, ethnicity, age, socioeconomic background, recruiting, hiring, promotion, remuneration, workloads, and/or retention.
2. Implement the recommended changes in AU policies and protocols to reflect equal opportunity to work, learn and excel.
3. Continue to develop equitable opportunities for all AU stakeholders, including students, faculty, and staff, to provide feedback for evaluating the implemented plans if they are impacting equity and inclusion positively or otherwise.