

Strategies for Inclusion

The Office of Sustainability is committed to focusing on and supporting innovative solutions to solve global problems while creating opportunities for inclusivity on the university campus. We strive to engage, empower, educate, and support faculty, staff and students to foster the ideas of diversity, inclusion, equity, and justice within the University of Mississippi community.

Why is inclusion important to sustainability?

Sustainability in its most common definition means to meet the needs of the present without compromising the needs of the future. This means ensuring that all people have access to safe communities, fair wages, clean air, green space, clean water and healthy food, intergenerationally. By embracing a diverse community of voices we are better able to address sustainability challenges within vulnerable communities.

Social sustainability is the assurance of a healthy and equitable future for ALL people.

OFFICE GOALS

The Office of Sustainability has constructed 3 main goals that are used to provide actionable items within our office and provide a framework for events, projects, and internal operations.

GOAL 1 : Advance sustainability at an institutional level and leverage our impact through cross-campus collaboration

GOAL 2 : Develop leaders among the university community

GOAL 3 : Increase collective knowledge around sustainability

The action items to promote inclusion through sustainability fit within our office goals. As our office goals change and the University of Mississippi changes these action items will continuously evolve.



Goal 1

Advance sustainability at an institutional level and leverage our impact through cross-campus collaboration

Action Items

- Join with Center for Inclusion and Cross-Cultural Engagement in **historical awareness months** (Black History Month, Women's History Month, Hispanic Heritage Month, ect.)
- Work with Student Disability Services to ensure events are **accessible** to the best of our ability
- Collaborate with community engagement and related stakeholders within the institution to **support student impact**
- Advocate for accessibility and affordable **transportation in the campus planning process**
- Regularly **update diversity goals** with office goals and changing social climates
- Promote **programs that support underrepresented groups.**



Goal 2

Develop Leaders among the
University Community

Action Items

- Promote diverse hiring processes by involving minority students in early opportunities to better **equip these student for leadership roles** within the office
- Encourage students to engage in a **diverse set of campus events**
- Foster **allophilia** as a remedy for prejudice and tolerance
- Use **diverse marketing strategies** to access students throughout different areas of campus
- **Assist student leaders** outside of the office with sustainability concepts and understanding to **reach larger more diverse audiences**



Goal 3

Increase Collective Knowledge Around Sustainability

Action Items

- Train all incoming GSIP interns each semester on **bias training**
- Include **social sustainability** components and learning outcomes within all events (Food Day, Green Week, etc.)
- During exit interviews receive feedback on inclusivity for future improvement
- Serve as a **safe space** for students
- Equip students with tools and **on-campus resources**
- Allow growth learning opportunities and spaces for **open facilitated dialogue**
- In all academic and professional presentations include **social sustainability concepts**, and **learning outcomes** that reflect its importance