



Leading to achieve **BELONGING**

Xavier Leaders serve a vital role in creating our unique culture of Ignatian Belonging through individual and collective embedding of inclusion, diversity, equity, accessibility, and social justice (I.D.E.A.S) into curricular and co-curricular activities designed to develop graduates, research, and work products which serve as the set of forces designed to shift the imbalance of societal injustice towards faith, hope, justice, and equality.

The 'Leading to achieve Belonging' reflection card supports thoughtful integration of inclusive reflection questions for leaders to consider to further our institutional culture of Ignatian Belonging.

Inclusion

Inclusion requires leaders to consider whether the policy, process, or event will impact or create an environment where every person can participate as their authentic self.

Will the decision impact retention or persistence efforts of diverse students, faculty, or staff? Will a community be excluded - directly or indirectly - by the decision? How have I incorporated diverse perspectives throughout the decision making process?

Diversity

Diversity requires us to consider whether diverse perspectives are meaningfully included from decision to action. Diverse communities are generally the non-majority members of your community and can include communities of color, first-generation, LGBTQ, different religions, and diverse socioeconomic. The following questions may assist with centering diverse practices:

Which communities are represented and which communities are not represented - Why? Can I shift a process or policy to reach a more diverse audience? Which communities does the decision impact?

Equity

Under equity, we consider whether the practice or decision is barrier-free, just, and aligned with our institutional values of I.D.E.A.S. The following questions may assist with centering equity:

Does the decision remove barriers or consider barriers to ensure a fair chance for everyone to achieve the same benefit? How does the decision contribute to more opportunity for fair access and participation?

Accessibility

Our commitment to access asks us to consider whether our decision or practice impacts the ability for every member of the community to fully participate. The following questions may assist with centering access:

Does the decision impact how internal and external stakeholders access our facilities, space, website, or community? Are we engaging in bias-free decision making which embraces our institutional values?

Social Justice

Social Justice, a long-standing Jesuit tradition, requires us to make decisions treat people with fairly, equally, and with respect.

How does the decision impact the common-good of all people v. the personal? Does the decision further marginalize or polarize humanity?

