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**EAST WEST UNIVERSITY**

## Equity, Diversity, and Inclusion Policy of East West University

2024

# Equity, Diversity, and Inclusion Policy of East-West University

## 1. Purpose

East West University (EWU) is committed to fostering a diverse, equitable, and inclusive community where everyone is valued and supported. This policy outlines EWU's approach to issues related to socio-economic class, race, gender, ethnicity, and opportunity. It reflects the institution's commitment to equity at all levels so that all members of our community, faculty, staff, and stakeholders can thrive in an inviting and respectful environment.

In addition, the policy borrows those principles from the global best practices to ensure conformity to both local and international standards<sup>1</sup>.

## 2. Policy Statement

The university practices equity, diversity, and inclusion in learning, teaching, research, and work environment. We are committed to:

**a) Equity:** Providing just treatment, access, and opportunity for all, including working toward identifying and eradicating barriers that may impede participation.

**b) Diversity:** Respecting a wide range of differences among people, including but not limited to race, ethnicity, gender identity, sexual orientation, religion, disability, socioeconomic status, and age.

**c) Inclusion:** Building an environment where everyone feels welcome, valued, and supported to participate fully in the university's success.

## 3. Key Principles<sup>2</sup>

### 3.1 Non-Discrimination and Anti-Harassment:

- a. Zero tolerance of any acts of discrimination, harassment, or inequity.
- b. To act and implement policies that conform to national legislation and international standards on human rights.

### 3.2 Inclusive Recruitment and Retention:

- a. Actively recruiting and retaining diverse talents across faculty, staff, and student populations.
- b. Equitable access to professional development and leadership opportunities.

### 3.3 Accessible Learning and Working Environments:

- a. Ensuring physical and digital accessibility for all people including those with special needs.
- b. Offering necessary accommodation to support equal participation.

- c. Provision of daycare facilities, maternity leave policy in conformity with national legal standards, supportive reproductive rights of women, accommodation, and transportation facilities especially for female students.
- d. Facilities for male and female students, separate extra-curricular facilities, and space for female students.

### **3.4 Education and Awareness:**

- a. Integration of the concept of EDI in curriculum, research, and training.
- b. Organizing workshops, seminars, and campaigns for awareness and sensitization regarding EDI issues.

### **3.5 Community Engagement and Collaboration:**

- a. Development of a partnership with the community, nationally and internationally, to engender an inclusive culture.
- b. Inculcation of social responsibility and civic commitments among students and other stakeholders.

## **4. Action Plan**

### Awareness and Education

- a. Regular workshops, seminars, and training programs on EDI for its students, faculty, and staff.
- b. Online repository of EDI resources including guidelines, toolkits, and success stories.
- c. Recruitment and Representation
- d. Setting targets for the assurance of diversity within the hiring process.
- e. Establish scholarships and financial aid packages for underrepresented groups.
- f. Liaise with diverse organizations for talent attraction.

## **5. Inclusive Learning and Teaching**

Review the curriculum for diversity of content and approach to better meet the needs of a diverse range of staff and student backgrounds, identities, and experiences; provide inclusive pedagogies training to staff; make facilities and learning material accessible to all students.

## **6. Research and Innovation**

Supporting EDI-focused interdisciplinary research, establishing mechanisms for funding projects and activities that take on questions around systemic inequities.

## **Community Engagement**

- a. Collaborate on EDI initiatives with both domestic and international organizations.
- b. Promote volunteer and outreach programs to serve under-represented groups.

## **7. EDI Committee's Responsibilities**

### **Membership**

The EDI Committee consists of faculty, staff, students, and administration members to achieve maximum diversity.

### **Terms of Reference**

- a. Develop and monitor policies and action plans for EDI.
- b. Monitor progress and identify challenges regarding EDI initiatives.
- c. Organize training, workshops, and awareness campaigns.
- d. Consult with university leadership and the community for transparency and engagement.
- e. Provide annual reports to the administration, including recommendations regarding enhancements to policy.

## **8. Decision-Making Authority**

- a. Advise university leadership concerning EDI priorities and resource allocations.
- b. Complaints or concerns about equity, diversity, and inclusion should be reviewed.

## **9. Implementation Phases**

### **Phase 1: Planning and Development-Year 1**

- a. Set up an EDI Task Force that will oversee the development and implementation of policies.
- b. Conduct a baseline study of current EDI practices.
- c. Elaborate guidelines and metrics for measuring progress.

### **Phase 2 Implementation (Years 2):**

Run awareness campaigns and training sessions on EDI.

- a. Recruit and grant scholarships to underrepresented groups.
- b. Inclusive teaching and learning on a pilot basis.

### **Phase 3: Consolidation and Expansion (Years 3)**

- Embed the principles of EDI across all university policies and strategic plans.
  - a. Scale successful initiatives across faculties and departments.
  - b. Concrete external partnerships and collaborations.

## **10. Accountability and Reporting**

- a. The University will establish mechanisms for investigating, reporting, addressing, and resolving grievances around EDI.
- b. An annual EDI report shall be published highlighting progress, challenges, and areas of future focus.

## **11. Review and Continuous Improvement**

The policy shall be reviewed bi-annually to ensure its content remains current concerning best practices in EDI, legislation, requirements, as well as the needs of the university community.

## **12. Approval and Implementation**

The policy has been approved by the University Governing Body and takes effect from .....  
. All the university members are expected to conform to this policy, which will help in its successful implementation.

## **13. Contact Information**

For further inquiries or any questions about this policy, direct them to the Registrar's Office. This policy serves as a guide in building a community where all individuals can rise to their fullest potential to share in the growth and success of East West University.

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*<sup>1</sup> Article 19 (2) of the Constitution of the People's Republic of Bangladesh requires effective measures to be taken to remove social and economic inequality between men and women and to ensure the equitable distribution of opportunities to attain a uniform level of economic development.*

*<sup>2</sup> Article 28(4) of the Constitution of the People's Republic of Bangladesh promotes special provisions in favor of women or children or for the advancement of any backward section of citizens.*

## **Committee for the Outreach Projects Policy**

### **Convener:**

Professor Dr. Fouzia Mannan  
Department of Sociology  
East West University, Bangladesh

### **Members:**

Professor Dr. Moriam Quadir  
Department of English  
East West University, Bangladesh

Professor Dr. Nikhil Chandra Shil  
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Dr. Nabaat Tasnima Mahbub  
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