

MUWAA Plan to Increase Accessibility, Inclusivity, and Equity:

The Mississippi University for Women Alumni Association has been actively pursuing change, beginning with strategic initiatives focused on diversity, which were first outlined in 2017. As part of those, the MUWAA has worked to engage an increasingly diverse population of active members eligible for Board service, and has made nominations and committee member selections that are more reflective of our current student population at The W. We know we still have much work to do.

Join us in taking action to strengthen the positive impacts of our Alumni Association on our students, our community and The W. I am sharing our plan for action below and I invite you to help us with our goals of being more inclusive.

A key to the success of this plan will be increased visibility of our alumni of color within the ranks of Chapter leadership, Committee roles, Board directorships and the elected positions of Board Secretary, Treasurer and President-elect. I hope you all will encourage others to get involved.

This year the MUWAA Board is working on the following initiatives:

- (1) Provide formal "Diversity, Inclusion, & Equity" education to the MUWAA Board and Committee Chairs. This is planned to accompany our Fall Board of Directors' meeting with programming designed by our Diversity & Inclusion Committee.
- (2) Increase accessibility to and transparency of the work we are doing and our initiatives by encouraging virtual attendance to formal meetings. Links will be shared on the MUWAA social media platforms and the longblueline.muw.edu website in advance of each meeting.
- (3) Execute a review ensuring inclusive language within all of our policies and procedures and all scholarship, award, or officer nomination forms and applications. These will be combined efforts involving our Bylaws, Recruitment and Retention, Nominations and Diversity & Inclusion Committees.
- (4) Continue building and formalizing constituency groups within the MUWAA for under-represented facets of our alumni who wish to more actively engage with their Association, and promote MUWAA Chapters and Constituency Groups for all alumni looking for ways to connect and support The W. Groups for both LGBTQ+ Alumni of MUW and International Alumni of MUW were established in 2019, adding to the previously existing Men of MUW and Black Alumni of MUW. The Chapter & Constituency Group Committee is working on expanding opportunities for alumni to connect and support each other through these communities.
- (5) Engage more male alumni and alumni of color to fill Board positions so we may lift them up to the highest leadership roles within the Association. Changes to our current nominations and applications processes are already under way with a focus on increasing accessibility and removing barriers to applying for these roles.

(6) Increase mentorship and support of current students. While most of us will not be able to have a recurrent physical presence on campus to execute this goal, the MUWAA Board has successfully established a now annual event: Building Leadership Understanding and Education (B.L.U.E.) which brings students together with alumni to network, build relationships, and discuss the real-world experiences of successful alumni panelists. The Mentoring Committee has been tasked with expanding this event in ways that will be inclusive of students who are primarily online or working to support their education.