



TEXAS DEVELOPMENT STATEMENT ON DIVERSITY, EQUITY, INCLUSION AND BELONGING

A diverse team is a successful team.

Texas Development champions inclusion and equity not only because it is the right thing to do, but because we believe it will inspire deeper investment in The University of Texas at Austin. By meaningfully engaging donors and recruiting team members with a multitude of backgrounds, experiences and perspectives, we will build a more promising future for the university and a stronger community of alumni, supporters and friends.

DIVERSITY

We define diversity as the characteristics we possess as people and the range of our individual experiences. Race, ethnicity, nationality, citizenship, religious expression, gender identity and expression, sexual orientation, ability and age all provide rich expressions of identity. Diversity of lived experiences, including socioeconomic status, veteran status and geographic origin, provides context and cultural contributions that vary and strengthen our community. Diversity of thought and professional background spurs our innovation and creativity.

EQUITY

We commit to recruiting, retaining and supporting diverse team members who have the professional experience to make Texas Development the leading fundraising operation in higher education. We encourage our employees to use their unique experiences, perspectives and contributions to benefit our work — as well as the Texas Development community — and we will offer the resources and training to ensure equitable opportunities for all.

INCLUSION

Texas Development welcomes and celebrates the strengths of our diversity. We pledge to foster an environment where every team member feels valued, respected and given opportunities to be successful as individuals and as advancement professionals. We commit to extending these values to our work with every prospect and donor, supporting initiatives across campus that advance an inclusive society, sharing our team's commitment to diversity and encouraging participation from prospective donors of all backgrounds and experiences.

BELONGING

We are dedicated to creating a space where every Texas Development employee, alumnx, donor and friend feels they are represented and accepted. As it pertains to our workplace, we are committed to recruiting and retaining diverse talent, as well as increasing employee satisfaction through promoting all aspects of DEIB within our teams. Our committee will assist leadership in creating and maintaining a workplace where all employees feel they can be their authentic selves, their voices are heard and everyone has a seat at the table.