THE UNIVERSITY OF JORDAN

University Diversity, Equity, and Inclusion (DEI) Policy

Policy Number	SO 10
Issue Number and Date	1 2022/12/5
Council of deans decision number	2963/2022/24/3/2
Council of deans decision date	17/3/2022
Review number and date	2819/2025/24/3/2 **17/3/2025**

1. Purpose

The purpose of this policy is to affirm the University's commitment to fostering a diverse, equitable, and inclusive environment where all members of the university community are respected, valued, and empowered to thrive. This policy supports academic excellence, social justice, and the advancement of the UN Sustainable Development Goals (SDGs), particularly SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities), and SDG 16 (Peace, Justice, and Strong Institutions).

2. Scope

This policy applies to all university stakeholders, including students, faculty, administrative and academic staff, alumni, and external partners. It governs all areas of university operations, including admissions, hiring, curriculum development, research, student life, and community engagement.

3. Policy Statement

The University is committed to:

- Promoting Diversity: Ensuring representation and inclusion of individuals from all backgrounds, including race, ethnicity, gender, age, religion, national origin, disability, sexual orientation, and socio-economic status.

- Ensuring Equity: Providing fair access to opportunities and resources while addressing systemic barriers and imbalances in power and privilege.

- Fostering Inclusion: Creating a culture where all individuals feel welcomed, respected, supported, and empowered to contribute to the academic and social life of the university.

4. Guiding Principles

- Respect and Dignity: Treating all individuals with respect, regardless of identity or background.

- Accessibility: Ensuring physical, digital, and academic accessibility for all members of the university.

- Bias-Free Environment: Preventing discrimination, harassment, and macroaggressions through proactive education and policy enforcement.

- Representation: Promoting diverse leadership and participation in decision-making bodies.

- Equitable Learning and Working Conditions: Providing tailored academic and professional support to underrepresented groups.

5. Strategic Objectives & Key Results

Objective	Key Results by 2030
Increase representation of marginalized groups in staff and faculty	40% increase in hiring from underrepresented groups
Ensure inclusive curriculum across disciplines	100% of programs include DEI-aligned content or perspectives
Improve campus climate through DEI training	90% of students and staff complete annual DEI training
Support equitable student success	Reduce performance gap between different student demographics by 50%
Promote accessible learning and working environments	100% of new facilities meet universal accessibility standards

6. Governance and Implementation

The DEI designated unit shall oversee the implementation of this policy in collaboration with university leadership, student affairs, human resources, and academic departments. Each unit shall be required to integrate DEI goals into their operational plans.

7. Compliance and Accountability

The university shall regularly monitor compliance through audits, performance reviews, and stakeholder feedback. Non-compliance with this policy may result in disciplinary

action, and corrective measures will be applied to address structural or procedural inequities. Annual DEI reports shall be published to ensure transparency and continuous improvement.

8. Alignment with Global Standards

This policy aligns with:

- UN SDGs: SDG 4, 5, 10, and 16

- ESG Frameworks: Social and Governance pillars

- UNESCO Global Convention on the Recognition of Qualifications

- National and international human rights and anti-discrimination legislation

9. Monitoring, Reporting, and Accountability

- Annual Diversity, Equity, and Inclusion (DEI) audits and feedback mechanisms shall be implemented to assess the effectiveness of accommodations.

- A report on DEI shall be submitted to university leadership and made publicly available.