

TEXAS A&M ESSENTIALS

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Commitment to Fostering a Welcoming Campus Climate

Campus climate refers to beliefs, practices, behaviors, and expectations of students, faculty, and staff that affect the quality of interactions, sense of belonging, and well-being. The campus climate of any university directly affects the academic and professional outcomes of its members. Therefore, creating a welcoming campus climate that supports each of us to do our very best work is a high priority for our university. At Texas A&M, we are committed to fostering an environment in which our university is a positive place to live, learn, and grow.

Who is affected by the university's campus climate?

All campus community members including students, faculty, and staff contribute to and are affected by campus climate. Additionally, as a large local employer, the university's campus climate is affected by the Bryan/College Station community.

How does campus climate relate to diversity?

Campus climate relates to diversity on a structural level and on a psychological or individual level. On a structural level, the university's historical legacy of inclusion or exclusion of certain groups may shape its current policies and practices, which in turn may affect how members of different groups experience a sense of belonging or of being heard. On an individual level, the perceptions, beliefs, and behaviors of certain members of the university community may affect how other (perhaps newer) members of the community experience the campus environment.

How does fostering and maintaining a positive and diverse campus climate align with our core values and mission?

Texas A&M University has, as one of its core values, a resolute commitment to maintaining a community of respect, where the dignity of every individual is acknowledged and valued. We believe that we are enriched by the unique backgrounds, experiences, and talents of all members of our Aggie family. These differences contribute to educational excellence, lead to lively intellectual discourse, and expand the possibilities and scope of our teaching and learning.

A respectful and inclusive learning and working environment which is best achieved through the affirming actions of each of us. We are mindful of the sixth imperative of [Vision 2020](#) which states that Texas A&M should create an environment that respects and nurtures all members of the student, faculty, and staff community by "reducing to zero the number of students, faculty, or staff who leave because of a perception of a less-than-welcoming environment." Additionally, as members of the Bryan/College Station community, we are committed to forging ties and creating a greater sense of belonging through sustained engagement with members of our local community. A learning-centered university thrives when a strong and active commitment to inclusion is shared by all.



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