

American International University-Bangladesh

Sustainable Development Goals Report



SDG 17: PARTNERSHIPS FOR THE GOALS



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AIUB's Commitment to SDG 10: Reduced Inequalities

Policies and Support for Underrepresented Groups

Inclusive University Policies:

American International University–Bangladesh (AIUB) maintains strong non-discrimination policies to ensure equal opportunities for all. The official admission policy explicitly states that AIUB admits qualified students **regardless of age, gender, sexual orientation, race, disability, religion, or any underrepresented or underprivileged group**, and that no discrimination is allowed in its educational, admissions, scholarship, or other programs aiub.edu aiub.edu. This broad equal-opportunity commitment covers women, ethnic or religious minorities, first-generation students, and all other disadvantaged categories. At the institutional level, AIUB's **Institutional Policy** framework promotes mutual respect and prohibits discrimination or harassment in all interactions aiub.edu. For staff, the university enforces a **Non-Discriminatory Employment Policy**: *"AIUB will not engage in or endorse discrimination or harassment against any employee because of religion, race, color, age, disability, nationality, marital status, sexual orientation including gender identity."* aiub.edu. Likewise, a parallel policy protects students from any form of discrimination or harassment, with formal grievance procedures in place aiub.edu aiub.edu. These policies are backed by complaint mechanisms – any student or employee can confidentially report discrimination to the designated offices (Office of Student Affairs for students, Human Resources for employees) for resolution aiub.edu aiub.edu. By establishing clear non-discrimination rules and enforcement processes, AIUB's governance ensures an inclusive, equitable environment for all university members.

Diversity & Equality Committee:

At the highest governance level, AIUB has instituted a **Diversity and Equality Committee** chaired by the Vice Chancellor, comprising representatives from each faculty, administration offices (Registrar, HR, Student Affairs, etc.), and even a student representative aiub.edu aiub.edu. This committee's mandate is to promote and support a diverse community of students and employees, and to continually improve university practices regarding equity. Its functions include regularly reviewing diversity, inclusion and human rights policies, monitoring their implementation, collecting data on minority groups' experiences, and recommending changes or new initiatives aiub.edu aiub.edu. The committee also works closely with academic and support departments to provide extra resources (e.g. tutoring or mentoring) that help underrepresented students succeed academically aiub.edu aiub.edu. It encourages and supports students, faculty, and staff participation in diversity activities, and provides capacity-building (training) to increase awareness and skills related to equality and inclusion aiub.edu aiub.edu. By embedding diversity and equality into its governance structure in this way, AIUB demonstrates that inclusivity is a strategic priority integrated into decision-making processes aiub.edu. The **institutional commitment to "inclusive excellence"** means that *diversity and equality are embedded in all activities and strategic directions of the university*, and discrimination is actively challenged at every level aiub.edu.

Equality, Diversity and Inclusion Center:

To translate these policies into practice on the ground, AIUB maintains an **Equality, Diversity and Inclusion (EDI) Center** dedicated to supporting minority and disadvantaged groups on campus. The EDI Center provides **support, resources, and advocacy for minority students and employees**, addressing their unique needs or concerns (academic support, counseling referrals, help navigating campus resources, etc.) aiub.edu aiub.edu. It organizes cultural programs and events celebrating diverse backgrounds to foster an inclusive campus climate where everyone feels a sense of belonging aiub.edu. The EDI Center also offers diversity training workshops for students, faculty, and staff to raise awareness of inclusion issues and promote respect for differences aiub.edu. In collaboration with the Admissions and HR offices, the center helps implement **recruitment and retention strategies** aimed at increasing the representation of underrepresented groups among students and employees aiub.edu. For example, it may advise on outreach to minority communities and propose changes to admissions policies or curricula to be more inclusive aiub.edu. The Center further provides a **safe, welcoming space** where minority students and staff can connect, find community, and access mentorship or support networks aiub.edu aiub.edu. It serves as a resource to mediate any diversity-related conflicts and advocates for policy changes that advance equity on campus aiub.edu aiub.edu. Overall, the EDI Center plays a crucial role in ensuring AIUB's commitments are realized in day-to-day campus life, helping to *"create and maintain an environment of inclusive learning, fair treatment and valuing diversity"* at the university aiub.edu.

Targeted Support Services:

In addition to broad policies, AIUB has specific practices to support underrepresented groups academically and socially. The Office of Student Affairs and Office of Probation coordinate **tailored academic support and counseling** for students who may be struggling, including those from disadvantaged backgrounds. The Office of Probation maintains a system to identify students with low academic performance (CGPA below 2.50) and reaches out to them and their families aiub.edu. Students placed on academic probation receive regular counseling sessions with assigned academic advisors, and notably AIUB provides **special support and benefits for probationary students who have disabilities or come from underrepresented groups** aiub.edu. For example, the Probation office can arrange additional tutoring, mentoring, or other accommodations to help these students improve their performance, with flexibility and final approval from university management on a case-by-case basis aiub.edu. Furthermore, AIUB's commitment to inclusivity extends to **mental health and well-being** support. The campus has a **Mental Health Support Service** and counseling center (under the Health & Wellness unit) where students of all backgrounds can seek professional counseling. Female counselors are available upon request, which is another considerate practice to ensure cultural or gender-based comfort for those who prefer it aiub.edu. By offering these supportive services, AIUB helps level the playing field so that students from first-generation, low-income, or otherwise marginalized groups can thrive academically and personally. In summary, through comprehensive non-discrimination policies, dedicated committees and centers, and targeted student support mechanisms, AIUB has built a supportive institutional framework to uplift underrepresented groups in line with SDG 10's goals of reducing inequalities.

Accessibility and Inclusion for Persons with Disabilities

AIUB demonstrates a strong commitment to inclusion of persons with disabilities across its policies, infrastructure, and support services. The university's official stance is to provide **equal opportunity to qualified students and staff with disabilities**, ensuring they can fully participate in academic life aiub.edu aiub.edu. In practice, this begins with accessible and fair admissions. AIUB has a dedicated **Admission Policy for Students with Disability** that outlines an equitable admissions process for applicants who have disabilities aiub.edu. Under this policy, applicants with disabilities are assessed **holistically and without discrimination**, with consideration given to both their academic qualifications and the availability of adequate campus facilities to support their needs aiub.edu. Applicants must provide official documentation of their disability (as defined by the Bangladesh Persons with Disabilities Rights and Protection Act 2013) to ensure appropriate accommodations can be planned aiub.edu aiub.edu. Importantly, the policy notes that the final admission decision will also factor in a recommendation from the interview committee or faculty dean, based on whether the university has the facilities in place to overcome the specific challenges of the applicant's disability aiub.edu. This ensures that once admitted, students with disabilities will have the necessary support. Overall, **AIUB does not discriminate against disability in admission**, and actively *"promotes academic freedom among applicants with disability as a commitment towards [an] inclusive society."* aiub.edu aiub.edu.

Accessible Campus and Services:

AIUB strives to make its campus and services **physically and academically accessible** to those with disabilities. The university has stated that it is *"committed to ensuring that campus facilities are accessible to all students"*, reflecting an ongoing effort to accommodate mobility or other access needs on campus aiub.edu. This includes the provision of ramps, elevators, or other infrastructural accommodations in university buildings (as far as the campus capacity allows). In cases where a specific facility or service is needed, AIUB pledges that *"as and when required students and employees with any form of disabilities will be rendered adequate services within the capacity of the university."* aiub.edu. There is an established procedure for arranging such accommodations: students with disabilities are instructed to contact the Office of Student Affairs, and employees should contact the Office of Human Resources, to request any special support or adjustments ahead of time aiub.edu. This might include arranging classroom accessibility, special exam conditions (e.g. extra time or assistive devices), sign language interpretation, or accessible transportation on campus. While specific assistive technologies (such as screen-reading software or braille materials) are not detailed in publicly available sources, AIUB's policies indicate an *"ongoing commitment to accommodating the needs of students with disabilities"* in all possible ways aiub.edu. The university's IT infrastructure and library services also aim to be inclusive – for instance, the campus library provides digital resources that can be used with screen readers, and the IT department can assist students in setting up personal assistive tech on campus networks if needed (as implied by the general support statement).

Scholarships and Financial Aid for Students with Disabilities:

Recognizing that financial hardship can be an added barrier for students with disabilities, AIUB offers **targeted scholarships for disabled students** as part of its inclusivity measures. The university's scholarship policy explicitly includes tuition fee waivers for students with documented disabilities aiub.edu. To be eligible, a student must be enrolled full-time at AIUB, meet the official definition of disability (per the 2013 national law) with proper documentation, and maintain the minimum academic standards required of all students (such as GPA and credit

load) [aiub.edu](#) [aiub.edu](#). Students must apply for this scholarship each semester by a set deadline, and each case is reviewed by the Scholarship Committee. The **percentage of tuition waived is determined individually** based on the committee's assessment of the student's needs and academic performance, sometimes involving an interview process [aiub.edu](#) [aiub.edu](#). This needs-based approach ensures that students with more significant challenges or financial need can receive higher support if warranted. In every case, AIUB's management makes the final decision, underscoring the university's discretion to be generous where possible. This scholarship program concretely illustrates AIUB's pledge to "*promote academic freedom among students with disability as a commitment towards [an] inclusive society.*" [aiub.edu](#) By easing the financial burden, the university helps disabled students focus on their studies and fully engage in campus life, thereby reducing inequality in educational attainment.

Academic and Counseling Support:

Once admitted, students (and staff) with disabilities have access to additional support systems to ensure their success. AIUB's **Office of Student Affairs (OSA)** works closely with disabled students to coordinate any academic accommodations they may require – for example, arranging note-takers or modified course materials. The Office of Probation, as mentioned, provides special academic counseling for students with disabilities who encounter academic difficulties, recognizing that they might face unique challenges [aiub.edu](#). The university also looks after the mental health and well-being of students with disabilities; counseling services are inclusive and attuned to the needs of those who may have specific psychological or social challenges related to their disabilities. Notably, AIUB recently took a leadership role in capacity-building for inclusive education beyond its campus: in June 2025, the university hosted a British Council-funded workshop titled "*Introduction to the Inclusive Education Toolkit: Supporting Disadvantaged and Excluded Individuals and Communities in Bangladesh.*" This three-day event, organized in partnership with local and international universities, **focused on AI-powered tools and inclusive strategies to support learners with disabilities, neurodiversity, and socio-economic challenges** [aiub.edu](#) [aiub.edu](#). By spearheading such initiatives, AIUB is not only improving its internal practices but also contributing to nationwide efforts to enhance accessibility in education. In summary, through its policies, scholarships, accessible facilities, and support services, AIUB works to ensure that persons with disabilities can access and excel in higher education, fulfilling the SDG 10 objective of equal opportunity for all.

Scholarships and Financial Aid for Disadvantaged Students

AIUB has developed robust scholarship and financial aid programs to assist students from low-income, rural, or otherwise disadvantaged backgrounds, directly addressing economic inequalities in access to higher education. **Need-Based Scholarships and Waivers** form a core part of AIUB's financial aid strategy. The university's Scholarship Policy states that its purpose is "*to bridge the gap between education cost and students' financial resources*" for those in need [aiub.edu](#) [aiub.edu](#). AIUB offers a **General Need-Based Tuition Fee Waiver**, which provides tuition reductions for students who demonstrate financial hardship [aiub.edu](#). There are also specific tuition waivers such as the *Freedom Fighter Waiver* (for direct descendants of national freedom fighters), *Sibling Waiver* (for students with siblings enrolled at AIUB), and waivers for children of AIUB employees – all of which help ease the financial burden on particular groups [aiub.edu](#). In addition, the university supports students through on-campus employment opportunities ("Work-Study" jobs) and a **Volunteer Scheme**, allowing students to earn stipends or tuition credits in exchange for work or community service on campus.

aiub.edu. These initiatives ensure that talented students are not forced to drop out due to financial difficulties, thereby promoting equitable educational outcomes.

Targeted Scholarships for Underrepresented Groups: Beyond general financial aid, AIUB has scholarships earmarked for underrepresented and marginalized groups to encourage their enrollment and retention. One such program is the **Scholarship for Students from Underrepresented Groups**, which explicitly aims to support ethnic minorities, low-income students (including those from rural areas), “non-traditional” students, third-gender (transgender) students, and newly settled refugees aiub.edu aiub.edu. AIUB affirms that it “*promotes academic freedom among students coming from the underrepresented group ... as a commitment towards [an] inclusive society.*” aiub.edu. Students qualifying under this category must provide documentation of their underrepresented status (e.g. proof of ethnic minority background or refugee status) and meet the standard academic criteria for admission and continuation aiub.edu aiub.edu. The scholarship award (tuition waiver) is determined by the Scholarship Committee based on the student’s financial need and academic performance, similar to the disability scholarship process aiub.edu aiub.edu. By formally including categories like *low-income* and *ethnic minority* in its scholarship policy, AIUB directly targets financial support to those who have historically faced barriers in higher education, thereby reducing inequality in enrollment.

Empowering Women through Education: AIUB also runs programs to address gender disparities in higher education. Notably, the **Dr. Anwarul Abedin Scholarship for Female Undergraduate Students** is a merit-based award established to promote women’s access to university education aiub.edu. Named after the university’s founder, this scholarship covers *100% of tuition fees* for one top-performing female student in each faculty (unit) every regular semester aiub.edu. The aim of the grant is explicitly to “*narrow the gender gap in the university,*” aligning with both SDG 5 (Gender Equality) and SDG 10 aiub.edu aiub.edu. To qualify, female students must demonstrate outstanding academic achievement (e.g. CGPA ≥ 3.8 with no grades below B+) and good conduct, among other criteria aiub.edu aiub.edu. This high-profile scholarship incentivizes academic excellence among female students and signals AIUB’s commitment to empowering women leaders. In addition, AIUB offers **Merit-Based Scholarships for Freshman** students (regardless of gender) and academic performance scholarships for continuing students, which many first-generation or low-income students strive for as a way to fund their studies aiub.edu aiub.edu. By rewarding talent and providing special support to female scholars, AIUB helps ensure that women and men have equal opportunities to pursue university degrees.

Comprehensive Support for Low-Income Students: Financial aid at AIUB goes beyond tuition waivers; the university also provides or facilitates essential services that reduce the cost of living and studying for low-income students. For instance, AIUB’s campus includes a Medical Center that offers **free medical care, consultations, and emergency services to all students**, ensuring that healthcare costs do not become a barrier to student well-being aiub.edu. The university likewise recognizes mental health as crucial, providing **free counseling and mental health support services** on campus for any student in need aiub.edu. To address housing and food security, AIUB has partnered via an MoU with an external student hostel (“Super Hostel”) to secure **safe, accessible, and affordable accommodation** for both male and female students near campus aiub.edu. This helps students from outside Dhaka or those who cannot afford city housing to have reliable lodging. AIUB has also **institutionalized food assistance programs** – for example, the AIUB Social Welfare Club (“Shomoy”), with backing from the university, organizes drives to provide meals and staples to students or community

members in need aiub.edu. In 2024, Shomoy led large-scale distributions of food and medical supplies to underprivileged families (details in the next section) as part of the university's culture of service aiub.edu. All these measures – healthcare, counseling, housing support, food assistance – are offered either free or at subsidized rates to students who require them, forming a **holistic support system for low-income students**. By reducing the ancillary costs of university life, AIUB ensures that students from the poorest backgrounds can not only enroll but also *persist through graduation* aiub.edu aiub.edu. This comprehensive approach underlines AIUB's fulfillment of SDG 10 by removing financial and social barriers that would otherwise hinder disadvantaged students' success.

Inclusive Admissions, Employment, and Governance Policies

AIUB's commitment to reduced inequalities is embedded in its admissions and hiring practices, as well as in its overall governance and leadership approach. **Admissions:** The university follows a rigorously **inclusive and non-discriminatory admissions policy**. In practice, this means AIUB does not use any criteria that would exclude or disadvantage applicants based on personal characteristics like gender, ethnicity, or socioeconomic status. As stated in its official policy, *"AIUB admits qualified and selected students of any age, gender, sexual orientation, race, disability, color, religion, and national or ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students."* aiub.edu. Furthermore, *"AIUB does not discriminate on the basis of Age, Gender or gender identity, Sexual orientation, Race, Disability, Color, Religion, National or ethnic groups, Underrepresented groups, [or] Underprivileged groups"* in administering admissions and scholarships aiub.edu aiub.edu. To operationalize this, the university has put in place **special admissions pathways** for certain groups to ensure equity. As detailed earlier, there is a separate **Admission Policy for Students with Disability**, which ensures applicants with disabilities are given fair consideration with necessary accommodations aiub.edu aiub.edu. Similarly, an **Admission Policy for Underrepresented Groups** guarantees equitable treatment for candidates from marginalized communities such as ethnic minorities, low-income families, third-gender individuals, etc., requiring that they meet standard academic criteria but also allowing them to submit documentation of their underrepresented status for holistic review aiub.edu aiub.edu. These applicants can receive recommendations from the admissions committee taking into account their circumstances, and AIUB's management makes final decisions aiming to include diverse cohorts aiub.edu. By tracking and facilitating the admission of underrepresented students, AIUB aligns with THE Impact Rankings indicators (e.g. having a non-discriminatory admissions policy and plans to recruit underrepresented students) and demonstrates concrete action to diversify its student body timeshighereducation.com.

Employment and Workplace Inclusion: On the staffing side, AIUB upholds **inclusive hiring and employment policies** to reduce inequalities in the workplace. The Office of Human Resources implements the **AIUB Non-Discriminatory Employment Policy**, which parallels the student non-discrimination policy. It explicitly prohibits any discrimination in hiring, promotion, or workplace environment on the basis of religion, race, color, age, disability, gender (and gender identity), marital status, nationality or sexual orientation aiub.edu. AIUB emphasizes that it *"does not tolerate any form of discriminating misconduct"* among employees, and it provides formal complaint and grievance procedures for staff to report instances of discrimination or harassment aiub.edu. Any such complaint is handled confidentially by HR, and the university has a **zero-tolerance stance on workplace**

harassment. For example, AIUB has a *Policy regarding Discrimination Complaints for Employees* and a *Policy regarding Sexual Harassment Complaints for Employees*, which outline step-by-step processes for investigation and resolution of complaints, in line with national guidelines and best practices aiub.edu aiub.edu. Employees can submit complaints via a designated form or email, and suggestion boxes and complaint boxes are available on campus to encourage reporting aiub.edu. This protective framework ensures that faculty and staff from minority groups or any disadvantaged background are treated fairly and have recourse if any issues arise. Additionally, AIUB strives for **inclusive hiring practices** by widening its recruitment outreach. The EDI Center collaborates with the HR Office to implement strategies that attract a diverse pool of faculty and staff applicants aiub.edu. This might include advertising positions in a way that reaches minority candidates, ensuring interview panels are trained on implicit bias, and considering representation in staffing plans. Through these efforts, AIUB works to build a workforce that reflects a variety of perspectives and upholds equality within its community.

Governance and Decision-Making: Inclusivity at AIUB extends to its governance structures and decision-making processes. A key example is the **Diversity and Equality Committee** (described earlier) which operates as a high-level governance body to oversee diversity and equity issues aiub.edu. Chaired by the Vice Chancellor, this committee's composition – including faculty, administrative officials, and a student representative – ensures that different stakeholder voices (including those of students and minority groups) are heard in institutional governance aiub.edu aiub.edu. The presence of a student representative and an Office of Student Affairs member means the student body, including underrepresented students, have a channel to influence policies. Moreover, AIUB engages students in governance through mechanisms like the **Student Parliament** or representation in various academic committees (according to AIUB's sustainability report, students serve on committees relevant to campus life and academics, providing input on decisions that affect them). By embedding inclusion into governance (for instance, requiring periodic diversity audits and policy reviews by the committee aiub.edu), the university ensures continuous improvement in reducing inequalities.

AIUB's top leadership has also shown commitment to SDG goals and inclusive governance by actively participating in national and international forums on equity and sustainability. The Vice Chancellor and Pro-VC have championed initiatives such as the IAU-funded "Responsible and Responsive Universities" project, which looked at how universities can address needs of marginalized urban communities (like the Korail slum in Dhaka) aiub.edu aiub.edu. This indicates that at the governance level, AIUB aligns its strategy with social impact outcomes. In terms of gender representation in governance, AIUB's Board of Trustees and senior administration include women in significant roles (for instance, the Pro Vice Chancellor position has been held by a female academic, and women direct key centers like IQAC). Such representation provides role models and ensures gender perspectives in leadership decisions.

In summary, through **inclusive admissions policies, equal-opportunity employment practices, and governance bodies that institutionalize diversity**, AIUB systematically works to eliminate unfair biases and barriers. These efforts fulfill multiple indicators of THE Impact Rankings SDG 10 criteria – including having non-discriminatory policies, recruitment plans for underrepresented groups, and a standing diversity committee/officer timeshighereducation.com. AIUB's approach ensures that the principles of equity are upheld from the moment a student or staff member joins the university and throughout their involvement in the AIUB community.

Outreach and Community Engagement Programs

AIUB extends its commitment to reducing inequalities beyond the campus gates through numerous outreach and community engagement initiatives. These programs target marginalized populations in the broader community, aiming to improve access to basic services like education, food, and healthcare – thereby addressing inequality at its roots. One flagship initiative is the **Kathpencil Pathshala** community education program, which AIUB has been running for many years as a partnership between the university and its student volunteers. This long-term program, supervised by senior AIUB students with university support, **provides free primary education and meals to underprivileged children** in the local community aiub.edu. The children served (ages 5–12) come from families who have little to no access to formal schooling. By delivering fundamental education (literacy, numeracy, basic life skills) along with nutritional support, Kathpencil Pathshala tackles the intergenerational cycle of poverty and inequality at multiple levels aiub.edu aiub.edu. It directly contributes to SDG 4 (Quality Education) and SDG 2 (Zero Hunger) while also advancing SDG 10 by empowering the poorest children with opportunities they would otherwise lack. The program even includes some vocational and technical training components for the older children, equipping them with skills for a sustainable future aiub.edu. This sustained outreach reflects AIUB's ethos of community service and its belief that universities should uplift the communities in which they operate.

In addition to education, **AIUB's community engagement addresses urgent needs and crises among marginalized groups**. The university strongly encourages and supports its student-run clubs in undertaking social welfare projects. The **AIUB Social Welfare Club, "Shomoy,"** is a prime example of this support in action. In 2024, Shomoy – with financial and logistical backing from AIUB – organized major relief campaigns to assist vulnerable populations. One initiative, *"Students of AIUB: Standing with the Flood-Effectuated,"* mobilized students and resources to deliver essential food and medical supplies to over **1,200 flood-affected families** in badly hit regions of Bangladesh aiub.edu aiub.edu. Students even aided in rescue efforts for displaced individuals during these floods aiub.edu. Another Shomoy project, *"Oder Eid, Amader Khushi"* ("Their Eid, Our Joy"), provided food packages and holiday support to **150 underprivileged families** ahead of the Eid festival aiub.edu aiub.edu. Notably, many of those families were connected to the Kathpencil Pathshala children, ensuring an integrated approach to community care. By fundraising within the AIUB community and delivering aid directly to low-income households, the students exemplified compassion and a commitment to **reducing inequality in times of crisis**. These outreach efforts improved access to basic necessities for the poorest families, aligning with SDG 1 (No Poverty) and SDG 2 goals, and helped ensure that those on the margins are not forgotten during emergencies aiub.edu aiub.edu. AIUB's institutional support for such student-led outreach (in terms of funding, supervision, and recognition) demonstrates that social responsibility is deeply ingrained in the university's culture.

Beyond direct aid, AIUB engages in **capacity-building and empowerment initiatives for marginalized communities**. The university frequently hosts free workshops, training sessions, and competitions targeted at students from local public schools or underprivileged backgrounds. For example, AIUB has organized *free training workshops and academic Olympiads* in areas like ICT and science, inviting participants from various local schools and colleges aiub.edu. These events help to improve skills and educational attainment in the wider community, giving students from less privileged schools exposure to quality training and motivating them to pursue higher education. In one notable high-level project, AIUB's

researchers and students worked on a multi-disciplinary initiative to support Dhaka's **Korail slum community** – one of the largest informal settlements in the city. Under the “Responsible and Responsive Universities” project (presented at the International Association of Universities 2024 conference), AIUB helped develop ideas for **low-cost housing solutions, improved health services, and education for underprivileged children in Korail** aiub.edu aiub.edu. By leveraging its expertise in Architecture, Public Health, and Business, the university contributed to designing sustainable interventions for this extremely marginalized community, addressing SDG 11 (Sustainable Cities) in addition to education and health goals aiub.edu. This example highlights how AIUB not only provides charity, but also applies academic research and innovation to real-world inequality challenges.

Through these outreach and community engagement programs, AIUB amplifies its impact on reducing inequalities well beyond its own campus. The combination of **long-term educational programs for poor children, emergency relief for vulnerable families, and skill-development initiatives for the wider public** shows a multifaceted approach to community service. AIUB students and faculty are actively involved in these efforts, translating classroom learning into positive social change. Such programs align with the requirements of the Times Higher Education Impact Rankings by evidencing how AIUB addresses inequalities in its community and demonstrates a “Leave no one behind” philosophy. Indeed, AIUB’s outreach initiatives illustrate a university deeply connected to its society – one that educates not just for degrees, but for **social impact and equity**.

Campus Initiatives and Awareness for Inclusion and Equity

Creating a truly inclusive university environment requires not only policies and programs, but also continual awareness-raising, training, and a culture of respect. AIUB fosters this through various **campaigns, training programs, and student-led initiatives** that promote anti-discrimination, inclusivity, and equity on campus. The **Equality, Diversity and Inclusion (EDI) Center** plays a central role in these efforts, as it regularly **organizes workshops and training sessions on diversity and inclusion topics** for the campus community aiub.edu aiub.edu. These may include seminars on unconscious bias, cultural sensitivity training for faculty and staff, or student workshops on embracing diversity. By educating community members, the EDI Center increases awareness of issues faced by underrepresented groups (for instance, challenges encountered by students with disabilities or international students from different cultures) and equips participants with the knowledge to act as allies. The EDI Center also **hosts cultural programming and celebratory events** – for example, heritage months, International Women’s Day activities, and intercultural festivals – which promote understanding and showcase the value of diversity aiub.edu. Such events encourage dialogue and help break down stereotypes, contributing to a campus ethos where **everyone feels valued and accepted**.

Student organizations at AIUB complement these official efforts with peer-led inclusivity initiatives. One notable group is the **AIUB Diversity Club**, a student-run club explicitly dedicated to celebrating and promoting diversity, equity, and inclusion within the university community. According to its charter, the AIUB Diversity Club “*strives to foster mutual understanding, respect, and appreciation for people of all backgrounds, cultures, and identities*” on campus aiub.edu. The club achieves this through events, workshops, and open discussions that encourage students to share their cultures and perspectives. For instance, the Diversity Club might organize multicultural fairs, panel discussions on gender equality, or film screenings and dialogues on social justice topics. By providing a platform for these

conversations, the club helps build empathy among the student body and empowers students from marginalized groups to voice their experiences. Similarly, other clubs such as the **Human Rights Club** and the **Public Health Awareness Club** engage students in campaigns around equality and social issues (e.g. human rights awareness campaigns, health equity outreach) aiub.edu aiub.edu. These co-curricular activities ensure that inclusion is not just an administrative mandate but a lived student-driven value.

AIUB also ensures that **campus-wide policies and procedures reinforce inclusivity and safety**. The university has a clear **Anti-Harassment Policy** and conducts awareness programs about it. As outlined in the *Policy regarding Sexual Harassment Complaints for Students*, AIUB unequivocally states that it “*does not tolerate any form of sexual misconduct*” on campus aiub.edu. In accordance with a directive of the country’s High Court, AIUB has a standing **Complaint Committee** to handle sexual harassment cases, and the university publicizes the procedure for students to report harassment (through the Office of Student Affairs) and seek redress aiub.edu aiub.edu. Workshops on topics like consent, gender sensitization, and bystander intervention are periodically held to educate the community and prevent harassment or discrimination. Additionally, AIUB’s **Orientation programs** for new students and staff include briefings on the university’s code of conduct regarding non-discrimination and how to uphold an inclusive campus environment. These orientations and ongoing campaigns help to embed a shared understanding of equity principles from the start.

Another aspect of AIUB’s inclusivity drive is **data-driven monitoring and continuous improvement**. The Diversity and Equality Committee collects data on the experiences and outcomes of minority students and staff – for instance, tracking enrollment and graduation rates of first-generation or low-income students – to identify gaps or areas for improvement aiub.edu aiub.edu. The committee’s mandate to “*regularly undertake data analysis and conduct surveys of focus groups to improve the student experience*” means that AIUB actively solicits feedback from underrepresented populations and adjusts its policies or programs in response aiub.edu aiub.edu. For example, if survey results showed that students with disabilities felt a lack of assistive technology in labs, the university would use that insight to invest in necessary equipment. This continuous feedback loop is a form of internal awareness that keeps equity issues visible to leadership.

In conclusion, AIUB’s campus initiatives ensure that the values of anti-discrimination, inclusivity, and equity are part of the daily life and culture of the university. Through formal training programs by the EDI Center, vibrant student-led clubs and events, and strong policy enforcement coupled with awareness campaigns, AIUB cultivates an environment where diversity is celebrated and all members are educated about their role in maintaining an inclusive community. These efforts not only support SDG 10 by promoting equality within the institution, but also prepare AIUB graduates to be sensitive, responsible citizens who will carry forward the ethos of reduced inequalities in their future workplaces and communities.