



## Introduction

The WIRED Guide is intended as a resource for supporting our welcoming, inclusive, respectful, engaging, and diverse (“WIRED”) community and for preparing our students to be leaders in the communities and workforces of the future. The WIRED Guide is organized both by identity and application. It includes links to University resources and best practices for understanding and respecting difference and creating a WIRED community that supports all members of our diverse and global community. As such, we expect that students, faculty, professional and union staff, and guests can all benefit from the guide and the principles it contains.

This guide is the product of the University-wide effort of the Forum for Inclusive Culture (“I-Forum”), in collaboration with the Office of Equality & Diversity and other individuals and departments within the University with topical expertise. The I-Forum, made up of students, faculty, professional staff, and community members, is an open membership coalition that addresses issues of diversity and inclusion on Drexel’s campus. We aim to weave diversity into the fabric of the University and foster a community that is grounded in respect for difference and engages with openness and humility.

Although the guide contains sections organized by identity, as noted above, we recognize that there are some best practices that transcend individual group identity and, when adopted as core values, foster a community that is welcoming for all. The seven Dragon Culture commitments, adopted from the Sanctuary model developed by Dr. Sandra Bloom of Drexel’s Dornsife School of Public Health, provide such a model.

A community that is dedicated to **Nonviolence** will be one in which we treat others with respect. The principle of **Emotional Intelligence** encourages us to be aware of our behavior and how it affects others, to acknowledge our implicit and explicit biases, and to use inclusive language. Conversations between individuals committed to **Inquiry and Social Learning** value asking questions and listening generously to the answers, and being open to discussing how each of us is capable of causing harm to others, even inadvertently. The participation of a broad range of diverse voices is a sign of healthy **Democracy**. **Open Communication** permits us to explore differing perspectives even if it is uncomfortable, as those engaged in the dialogue express dissent in the spirit of the Dragon Culture commitments, without being accusatory or defensive. We hold ourselves and others accountable for this as part of **Social Responsibility**, including being comfortable turning our missteps into opportunities for **Growth and Change**. It’s on all of us to take opportunities to learn about those who differ from us as a critical part of our academic and professional development.

This is a living document and will be updated periodically. The WIRED Guide was first published in 2012. This version was released in 2017. If you have a comment or suggestion concerning this guide, email. You can also visit us online at for more information, including links to the University’s nondiscrimination policies and information about reporting discrimination, harassment, or misconduct. Thank you for everything you do to make Drexel welcoming, inclusive, respectful, engaging, and diverse.