

HDFS DIVERSITY, EQUITY AND INCLUSION

Vision

We, as members of Purdue University's Department of Human Development and Family Studies, recognize that science, education, and engagement play important roles in fostering environments that are diverse, equitable and inclusive for everyone regardless of individual or family identity, abilities, status, experience, culture, or background. Together and as individuals we hold ourselves accountable for embedding diversity, equity, inclusion, and justice in our research, teaching, administration, and engagement. We will accomplish this by declaring our values, committing to specific goals, executing focused action, and documenting our progress.

Values

Our goals and actions are guided by the following values:

1. **We are committed to following through.** We will be clear about our goals, the actions we will take to achieve them, and the timelines for doing so. We will be transparent about the specific aspects of diversity, equity, inclusion and justice we will target, and how we will measure and report our progress, and we will do so.
2. **We are committed to activism.** We will be anti-racist and confront prejudice and injustice. We will be honest about where we are and ambitious about what we will strive to become.
3. **We are committed to eliminating barriers to progress.** We strive to challenge and dismantle structures and systems that contribute to inequity and discrimination. We recognize the discomfort that comes with this process and are willing to cede benefits of our privilege when there are opportunities to reduce or eliminate inequity.
4. **We are committed to addressing the unique strengths and needs of diverse groups.** We appreciate that every person has multiple intersecting identities. Each of these identities may be linked to inequities that must be addressed.
5. **We will be mindful that DEI issues evolve and change.** We will strive to continually educate ourselves, learn and grow. We commit to centering the voices and concerns of members of marginalized groups to better inform departmental actions.
6. **We are committed to both individual responsibility and collective effort.** We understand that individual actions are necessary but not sufficient. We are committed to making structural changes and advocating for changes in larger systems.

Goals and Priority Actions

1. **Promote shared, department-wide responsibility for DEI.** We will develop tools and implement practices to empower all members of the HDFS community to actively promote DEI.
2. **Increase inclusion in departmental daily life.** We will identify and increase opportunities to develop an inclusive HDFS community. We will design regular events and activities for students, staff, and faculty to engage together.
3. **Infuse attention to DEI throughout HDFS academic programs.** We will ensure that all HDFS courses address relevant DEI content and that all HDFS course policies and expectations take DEI into consideration.
4. **Highlight and expand research on diversity, equity and inclusion in our department.** We will increase the visibility of research in HDFS that focuses on DEI. We will create avenues to increase further research that centers on issues pertaining to DEI. We will increase our engagement with scholars from underrepresented groups.
5. **Evaluate and adapt the reach of our engagement efforts.** We will assess the extent to which our engagement work reaches and benefits all members of the communities we serve, with considerations of DEI. We will adapt existing programs - and implement new ones—to ensure that our department is serving the community as a whole. We will work within the department with a focus to have an impact outside of the department. We will empower members of HDFS to be activists in the larger community.
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