

## Diversity, Equity, Inclusion, and Belonging Statement

The Counseling, Family Therapy, and Higher Education Department values honoring persons to exist in spaces and conversations in an authentic way across the intersections of their identities, and narratives that center the experiences of those who have been historically and continually marginalized. We believe diverse perspectives work together to create an enhanced learning environment. As such we strive to infuse diversity, equity, inclusion, and belonging into the fabric of our department through ongoing curricular revision, faculty evaluation, and faculty and staff development. We are committed to fostering space for discussion of power and privilege among faculty, staff, and students to generate purposeful action toward dismantling systemic oppression.

We acknowledge that our students, faculty, and staff navigate oppressive systems, discriminatory actions, and unfair treatment, within the university, on and off campus, through field placements, and lived experience in the community. We are committed to creating a learning environment among students that fosters critical consciousness, values and honors socially and culturally diverse identities, and prepares students to purposefully take action toward dismantling oppression in our fields.

Dedication to diversity, equity, inclusion, and belonging is a lifelong process in which cultural humility is necessary for faculty, staff, and students. Through our dedication to conversation, continued growth as faculty and staff, and learning environments for students we aim to facilitate a departmental culture that creates accountability structures that align with what we value and see as the vision of our department, our programs, and in our professions where all students, faculty, and staff can thrive.