

College of Education
Commitment to Creating a Just, Equitable and Inclusive Climate

In line with UPS 100.007, and our work to create a Just, Equitable and Inclusive environment, the College of Education is committed to creating an anti-racist, inclusive and welcoming climate. In the College of Education, all faculty and staff shall “hold ourselves and others accountable for explicit and implicit biases and micro-aggressions. We must also listen with humility and validate the experiences of our fellow Titans without diminishing them. We shall also be cognizant of any privileges we may holdand not become defensive when they are brought to our attention” (UPS 100.007). We value and respect one another and encourage professional and academic growth with open communication, honesty, and empathy. We will strive for all communication (written, verbal, and non-verbal) to be inclusive and respectful in relation to intent, words and behavior. We will not stand by and allow behavior towards others that is counter to our shared commitment for humanizing interactions. We recognize and respect multiple, diverse, intersecting identities, perspectives and differences faculty, staff, and students hold. We engage in restorative dialogue, accept feedback with an open mind, and provide constructive feedback. We reflect on our own communications, practices, and behavior while examining the impact of our words, actions, and practices on others. We will address harm and restore relationships-with those affected by our actions. As a collective, we (faculty, staff, and leaders) agree to honor this commitment and foster a climate that is inclusive, caring, safe, nurturing, and compassionate for all members of our community.