Department of Learning Sciences Statement on Equity, Diversity, and Inclusion

The Department of Learning Sciences at Georgia State University strives to create an equitable, diverse, and inclusive community of faculty, staff, and students. We are committed to critical reflection on and continued improvement in our individual and collective actions around these issues.

Our department’s mission is to promote interdisciplinary work that advances understanding of the learning process and the design of innovative learning environments. We believe that the only way to achieve this mission is by valuing each person and their unique identities and experiences. It is only through the equitable inclusion of a full range of voices and viewpoints that we can truly provide quality education for all.

As such, we encourage critical dialogues around issues of inequity, including but not limited to issues of race, culture, ethnicity, national origin, gender expression and identity, sexual orientation, religion, generation, disability, socioeconomic status, privilege and power differential, and other identities related to diverse populations.

Equity, diversity, and inclusion can only flourish when people feel respected and supported and can hold each other accountable. We are dedicated to the goal that all faculty, staff, and students will contribute to this environment. In this, we affirm our commitment to promote cultural humility, mutual respect, and social justice.

Definitions:

*Diversity:* We commit to increasing diversity, which is expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, (dis)ability status and political perspective.

*Inclusion:* We commit to pursuing deliberate efforts to ensure that our campus is a place where differences are welcomed, different perspectives are respectfully heard and where every individual feels a sense of belonging and inclusion. We know that by building a critical mass of diverse groups on campus and creating a vibrant climate of inclusiveness, we can more effectively leverage the resources of diversity to advance our collective capabilities.

*Equity:* We commit to working actively to challenge and respond to bias, harassment, and discrimination. We are committed to a policy of equal opportunity for all persons and do not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status.

From: https://diversity.umich.edu/about/defining-dei/