

Department of Psychological Sciences:

Our Commitment to Diversity, Equity, and Inclusion

The Department of Psychological Sciences at the University of Connecticut is committed to diversity, equity, and inclusion in our classrooms, department, university, and society more broadly. To reflect our commitment, we will actively seek to recruit, mentor, support, and celebrate students, staff, and faculty from underrepresented social groups.

We recognize that we are in positions to work for new policies and practices that help make our community more diverse, while acknowledging the ways in which institutions, including academic institutions, have so often worked against people from marginalized social groups. We seek to create an inclusive climate that values and lifts up all members of our community. To do this, we strive to understand the historical and current systems which have shaped the ways in which we think about equality and prejudice. We accept that it is each of our responsibilities to identify and challenge the explicit and implicit biases and barriers that members of marginalized social groups face in academia and society. Facing these challenges is an ongoing practice that we must approach with honest dialogue and self-reflection. And while we recognize that this process will not be error-free, we are committed to evaluating our progress to ensure continued growth.

We recognize that the field of psychology, and science more broadly, has at times contributed to theories that have sought to derogate people from marginalized groups and to divide us on the basis of our social identities. We are committed to ensuring our own teaching, research, and mentoring is inclusive, and we recognize our responsibility to center ethical practices in our work.

As a department, we affirm these statements and agree to hold each other accountable to advance our commitments to diversity, equity, and inclusion.