

## **Purpose of the Diversity Statement**

Our goal is to create a university that values all voices and provides each individual enriching opportunities and pathways to success. Faculty are key to reaching our goal and are expected to contribute to the excellence of the educational experience and the research endeavor. Diversity, inclusion, and equity are central to Purdue University's achievement of excellence and thus it is imperative that every member of faculty contribute to a climate of respect for all.

Purdue University strives to create a university that values each individual. We are committed to providing equal access and opportunities to all current and future employees including individuals from groups which have been historically under-represented in the academy. This includes, but is not limited to, women; racial/ethnic minorities; lesbian, gay, bisexual, transgender, and queer individuals; individuals with disabilities; and veterans.

The diversity of a university's faculty influences its strength, productivity, and intellectual personality. A vast and growing body of research provides evidence that a diverse faculty benefits our missions of learning, discovery, and engagement by increasing creativity, innovation, and productivity.

The Purdue University Senate Document 19-10, adopted on February 17, 2020, requires all new faculty applicants to submit a Diversity Statement as part of their employment application packet regardless of the College or administrative unit to which they are applying. This document allows applicants to describe their experiences with and perspectives on diversity, equity, and inclusion. Search committees should review these statements in the broadest possible terms in support of a climate at Purdue that respects all individuals and all ideas.

In reviewing Diversity Statements submitted by applicants, search committees will comply with Purdue's prohibition on discrimination against any applicant on the basis of race, religion, color, sex, age, national origin or ancestry, genetic information, marital status, parental status, sexual orientation, gender identity and expression, disability, or status as a veteran.