

## **STBE Diversity statement**

We in the Department of Sustainable Technology and the Built Environment (STBE) at Appalachian State University are committed to diversity, equity, and inclusive excellence. Inclusive Excellence is the intrinsic value that a diverse population adds to our learning, teaching, and decision-making processes in the Department.

We understand that the successful implementation of diversity, equity, and inclusive excellence is the responsibility of all of us in the Department - faculty, staff and students. However, Department administration carries a special responsibility to see that these efforts are institutionalized within the Department policies. Such an institutional change is needed to maintain and grow the vitality of the Department. A diverse community supports an influx of broad and distinct ideas that increase learning opportunities and strengthen the impact of our Department as we work collectively to achieve a just experience for all within our Department and the broader community of which we are a part.

We actively encourage, support, and promote a global mindset and an equitable environment where all will know that they belong and are safe to express their culture, identity, values, ideas, opinions, and creativity. We are committed to creating a culture of equity opportunity for all, one that has an expectation of fairness, justice, and equity-minded practice at all levels of the university community and beyond.

Adapted from Academic Affairs Diversity Hiring Toolkit – *Diversity Statement*