



## **PURPOSE OF THE DIVERSITY STATEMENT/STATEMENT ON OPEN INQUIRY**

Our goal is to create a university that values all voices and provides every member of our community with 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 belonging and open inquiry/academic freedom are central to Purdue University's achievement of excellence and thus it is imperative that every member of the faculty contribute to a climate of respect for all.

Purdue University strives to create a university that values each individual and their viewpoints. 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 in the broadest possible sense influences its strength, productivity, and intellectual personality. A growing body of research provides evidence that a diverse faculty benefits our missions of learning, discovery, and engagement by increasing creativity, innovation, and productivity. To achieve and support diversity, our university must be a place where the free and open exchange of ideas can occur, and where academic freedom is valued and preserved.

To support these aspirations and as appropriate for their disciplines, Colleges/Units can ask that applicants for faculty positions describe their experiences with and perspectives on diversity, equity, and inclusion. The language in support of these statements is provided in University Senate Document 19-10, adopted on February 17, 2020 and University Senate Document 15-19 adopted on October 19, 2016. 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 addition, Purdue will encourage, but not require, applicants to comment on how they will contribute to a climate that values free and open inquiry in support of academic freedom.

In reviewing diversity statements and any statements about open inquiry and academic freedom 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.