

**To:** The University Senate  
**From:** Equity and Diversity Committee  
**Subject:** Commitment to Maintaining an Inclusive Community  
**Reference:** [University Policy III.C.2](#)  
**Disposition:** University Senate for Discussion and Adoption

**Rationale:** Purdue University is committed to maintaining an inclusive community that recognizes and values the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect among its members; and encourages each individual to strive to reach his or her own potential. In pursuit of its goal of academic excellence, Purdue University seeks to develop and nurture its diversity. The University believes that diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas and enriches campus life.

Purdue University views, evaluates, and treats all persons in any university-related activity or circumstance in which they may be involved solely as individuals on the basis of their own personal abilities, qualifications, and other relevant characteristics.

Purdue University does not condone and will not tolerate discrimination against any individual on the basis of race, religion, color, sex, age, national origin or ancestry, genetic information, disability, status as a veteran, marital status, parental status, sexual orientation, gender identity, or gender expression. Purdue University promulgates policies and programs to ensure that all persons have equal access to its employment opportunities and educational programs, services and activities. The principal objective of this policy is to provide fair and consistent treatment for all students and employees of the University. Purdue is committed to increasing the recruitment, selection and promotion of faculty and staff at the University who are racial or ethnic minorities, women, persons with disabilities and veterans. The University also is committed to policies and programs that increase the diversity of the student body.

**Proposal:** Purdue University shall actively uphold the values recorded in University Policy III.C.2 through vocal and visible promotion of inclusivity for all Black Boilermakers and other members of our

campus community who are Black, Indigenous, and People of Color; and through vocal and visible condemnation of threats that endanger the maintenance of an inclusive community.

**Committee Votes:**

**For:**

Audrey Ruple  
Kip Williams  
Val Schull  
De Bush  
Sammy Bonnet  
Bharat Bhargava  
Peter Bermel  
Rodolfo Pinal  
Susan Watts  
Lowell Kane  
Alex-Griffin-Little  
Kevin Stainback  
Ala Samarapungavan  
Alysa Rollock  
Neil Knobloch  
Terrence Meyer

**Against:**

Al Heber

**Abstained:**

**Absent:**

Klod Kokini