



## **Inclusion and Diversity Position Statement**

Prepared by the KSRE Diversity, Equity and Inclusion Task Force

K-State Research and Extension's mission is to provide research-based information to all the people of Kansas. In doing so, we are committed to providing equal opportunity in our workforce, programs, services, and activities. We recognize human difference enriches our lives, our work, and the communities across our state, and by committing to the principles of diversity, equity, and inclusion, we all become better human beings.

We acknowledge that the work of K-State Research and Extension takes place on Indigenous lands and in Indigenous spaces, and that our disciplines have not been historically and are not currently representative of the diversity of perspectives and backgrounds that make up Kansas, our nation, and our world. The future of our extension disciplines depends on our ability to incorporate emerging, as well as historically marginalized people and perspectives into our research, teaching, and extension work to meet current and future challenges.

Each of us has a personal responsibility to ensure equal opportunity, diversity, and inclusion is thoroughly understood, aggressively followed, and recognized as an integral part of the support we provide for every educational program developed and delivered, every research project we support, and in every opportunity for employment.

To thrive as an organization, we must cultivate an environment of diversity and inclusion that allows us to have differences of opinions in a climate of openness, mutual respect, and trust. We must operate on the premise that we cannot be effective without being fair and responsive. Let us pledge to enrich a culture that is inclusive and encourages collaboration, flexibility, and fairness to enable employees and program participants to contribute to their full capability.

June 2021