

## Fordham Philosophy Department Climate Commitment

The Department of Philosophy at Fordham University is committed to cultivating a respectful, inclusive, vibrant, diverse, and supportive environment.

We understand a healthy climate to be one where all members of the department honor the specific responsibilities of our roles as teachers, mentors, staff, and students; one where all members are committed to ongoing reflection on our shared practices and are open to transforming those practices and our shared culture in the interests of becoming more respectful, inclusive, vibrant, diverse, and supportive.

In the spirit of pluralism and *cura personalis*, we are committed to cultivating an environment for everyone who works, studies and visits that is lively and conducive to the growth and flourishing of its members as whole persons, regardless of race, religion, socioeconomic background, national identity, disability, gender identity, or sexual orientation. As such, we do not tolerate harassment, discrimination, or other such barriers to inclusiveness or accessibility. We strongly support generosity, respect, transparency, and inclusion in our engagement with each other.

Our elected Climate Committee consists of four faculty and four graduate students who together work to support all faculty, students, staff, and visitors who participate in the life of the department.

The Climate Committee focuses on the following aims and initiatives:

- Promoting inclusive, respectful, and generous conversational practices in seminars, meetings, and in conversational culture more broadly
- Promoting social events that are inclusive and accessible for all members and which will reinforce positive social life around the department
- Designing and implementing inclusive and accessible spaces that foster departmental communication and interaction
- Designing and implementing opportunities to develop skillsets
- Developing guidelines for departmental citizenship that are transparent about departmental roles and responsibilities
- Reflecting on present and past practices that contribute to the lived experience of department members, including the department's own particular history
- Taking concrete steps to cultivate a department that is more diverse in its composition.

In addition, the Climate Committee is aligned with and seeks to actively support the work of complementary groups and initiatives:

- The Department's chapter of Minorities and Philosophy (MAP)
- Collegiate Science and Technology Entry Program (CSTEP)
- Higher Education Opportunity Program (HEOP)
- Office of Disability Services (ODS)
- Counseling and Psychological Services (CPS)
- The Office of the Chief Diversity Officer
- Office of Multicultural Affairs (OMA)
- Club Amigas/Mentoring Latinas

*Approved unanimously by the Philosophy Department: April 10, 2019*