

## **Commitment to Inclusivity**

ETSU is an institution fully in accord with the belief that educational and employment opportunities should be available to all eligible persons without regard to age, gender, color, race, disability, veteran status, national origin, religion, sexual orientation, or political affiliation.

The Department of Psychology at East Tennessee State University has established a PhD program particularly designed to equip students with tools to address the behavioral and mental health needs of people located in the underserved communities surrounding the university. These communities comprise economically disadvantaged and strongly faith-based individuals located within rural Appalachia. In this way, the entire premise of the program is diversity-centered. Yet these dimensions of individuality are but a subset of a much larger multidimensional spectrum of diversity with which the Department, through formal and informal experiences, attempts to ensure familiarity and sensitivity among all its staff and students. Included in this broader spectrum are, but are not limited to, race, ethnicity, age, sex, gender, sexual orientation, religious orientation, religion, disability status, socioeconomic status, and national origin. Below we describe the department's efforts to infuse attention and sensitivity to diversity through (1) a long-term, systematic plan for the recruitment and retention of diverse staff and students; (2) education of students; and (3) establishment of a climate of respect.

Through 1) non-discriminatory policies on recruitment and retention of students, faculty and staff, 2) curriculum and field placements that emphasize cultural competence, 3) in non-discriminatory policies and operating conditions, and 4) avoidance of actions that restrict program access on grounds irrelevant to success, we endorse and attempt to emulate the APA Ethical Principles and Code of Conduct (APA, 2002).