



PennState

Penn State Statement on Belonging

The Pennsylvania State University is committed to and accountable for advancing diversity, equity, inclusion, and belonging in all its forms. We embrace individual uniqueness, as well as a culture of belonging that supports both broad and specific diversity initiatives, leverages the educational and institutional benefits of diversity in society, and provides opportunities for engagement intended to help all members of the community thrive. We value belonging as a core strength and an essential element of the university's teaching, research, and service mission.

At Penn State:

- We strive to foster a safe environment of respect and belonging for faculty, staff, students, and members of the communities we serve.
- We encourage faculty, staff, and students to effectively work and learn in a diverse community.
- We continue to provide equitable and inclusive access to our facilities, programs, resources, and services, and work toward maintaining policies and practices that are inclusive.
- We advance and build our workforce by assessing hiring practices and performance review procedures to attract, retain, and develop talented faculty and staff from all backgrounds, circumstances, and experiences.
- We address intersectional and intergroup disparities in areas such as representation, retention, learning outcomes, and graduation rates.

equity.psu.edu/belonging-statement

This publication is available in alternative media on request.

Penn State is an equal opportunity, affirmative action employer, and is committed to providing employment opportunities to all qualified applicants without regard to race, color, religion, age, sex, sexual orientation, gender identity, national origin, disability or protected veteran status. U.Ed. OVP 24-3