We acknowledge that our students, faculty, and staff have individual experiences and perspectives, both under- and over-represented. We further recognize that every individual “is in certain respects like all other individuals, like some other individuals, and like no other individual (Murray & Kluckhohn, 1953).”

**We acknowledge and honor the fundamental value and dignity of all individuals.**

We embrace students of all backgrounds -- including our differences in race, ethnicity, culture, nationality, place of origin, class, ability, caste, religion, belief, gender identity and expression, language, sex and sexual orientation, sex characteristics, body size, age, health, and/or other status. We celebrate our multiple identities and intersectionalities and seek to support a safe learning environment where all members can thrive, feel valued and be respected.

**Representation is essential.**

Diversity, equity, and inclusion help us realize our academic and professional ideals and aspirations. Lack of diversity can cause and has caused harm in academia and to the greater good of society. Our goal is to embody the community that we, psychologists, have the privilege of serving across many settings. Our profession has the power to amplify diverse voices and to transform the communities that we inhabit for the better. We empower our students and community to cultivate intellectual curiosity and generosity, and foster critical thinking to challenge stereotypes.

**We commit to building an environment of ongoing education and growth.**

Leading with humility, we understand that each one of us is at a different stage of development and understanding of our own and others’ identities. We encourage the community to “listen to understand” with patience, kindness, and compassion and to create opportunities to explore commonalities in their diversity. Our shared humanity prepares us to thrive in and contribute to our complex global society.

**The overdue reckoning with inequality and injustice in our society, and in our discipline, lead us to continually reflect on our program.**

We have come together as a community and created a shared vision for diversity, inclusion and equity. We believe in the importance of having a responsive, supportive, accessible, and accountable grievance process to address any student concerns. We stand together in believing that discrimination and hate cannot be tolerated. We acknowledge that this process is complex and may be uncomfortable and difficult; nevertheless, we believe the results will be transformative.

This is a living document and will be reviewed annually at a minimum by the Clinical Psychology at Queens Diversity, Equity and Inclusion Committee.