

Department of Teacher Education Commitment to DEI and Social Justice Statement

The Teacher Education Department acknowledges difficult and limiting experiences caused by past and present institutional barriers. To strive to be better, we are committed to moving forward with celebrating and advocating for diversity, inclusion, equity and fully embracing who you are and who you want to be. Together, we aspire to create an inclusive learning environment that is welcoming, engaged in change, and reflective.

We are committed to...

- Participating in regular self-reflection of own biases (including implicit biases) and beliefs that may impact interactions with teacher candidates. This reflection cannot only happen once, but must be revisited regularly as a department. A safe “third space” must be established to allow TED members to continually engage in the uncomfortable conversations that are necessary to learn and grow. The same culture must be extended to our classrooms with our teacher candidates in order for them to do the same reflective work.
- Conducting equity audits of courses taught and interactions with students.
- Fair and equitable recruitment and admission practices.
- Coursework aligned with the Social Justice Standards and the NYS Culturally Responsive Sustaining Framework, which will be reflected in course syllabi and course assignments. Candidates must regularly be challenged to look for opportunities to take action and to challenge systemic oppression, both individually and in collaboration with the department. A collective commitment to antiracist and culturally responsive teaching must be both overtly and covertly communicated in all that we do across all programs.
- Ensuring new staff and faculty are committed to upholding these standards and provide diverse attributes to our team.