

Diversity Statement

Developing, delivering, and increasing public access to research, education, and service has always been the core mission of a land-grant institution. Therefore, we strive to promote effective use and good stewardship of agricultural resources, and thereby serve the citizens of Texas and beyond. During the 60 years of our department's history, demography, lifestyles, and occupations of Texans have diversified dramatically, and this trend is expected to continue moving forward. To better serve the practitioners, consumers, and other stakeholders in Texas and beyond, we must embrace the diversity among all members of the department, so that each one of us can contribute by bringing our different and unique perspectives to the table.

Our goals are to

- Foster a collegial learning and work environment where diversity, including diversity of opinion, is valued and members strive together toward our common goal of fulfilling the land-grant mission.
- Create an inclusive environment where all members of the department feel welcomed, safe, and empowered to achieve one's full potential, regardless of their age, ethnicity, country of origin, gender, race, religion, sexual orientation, sexual identity, physical appearance, or physical ability.
- Provide culturally aware experiences and educational opportunities for departmental members, in order to enhance productive work relationships and ensure our students graduate as culturally competent individuals who can thrive in a diverse and increasingly global workspace.
- Identify and address issues that may impede inclusion of specific groups, especially those who are historically underrepresented in our discipline.
- Implement best practices in recruiting more diverse students, staff and faculty

Resources

Office of Diversity

<https://diversity.tamu.edu/>

Inclusive Excellence, COALS

<https://aglifesciences.tamu.edu/inclusive-excellence/>

Local offices

- Title XI office

<https://titleix.tamu.edu>

- Texas A&M office for diversity

<https://diversity.tamu.edu/Resources>

- Agrilife Inclusive Excellence

<https://agrilife.tamu.edu/about/diversity-inclusion/>

- Department of multicultural services

<https://dms.tamu.edu>

- Aggie Ally

<https://allies.tamu.edu>

TAMU library resource

- LibGuide for understanding structural inequities and systemic racism

<https://tamu.libguides.com/antiracismlibguide/Home>

- Diversity and Inclusion

<https://tamu.libguides.com/diversity-highered>

- LGBTQ+ resources

<https://tamu.libguides.com/c.php?g=553289>

Counselling and Psychological Services

- Let's Talk Programs for LGBTQ+, Race, Intersecting Identities, International Students

<https://caps.tamu.edu/diversity-inclusion/lets-talk-program/>

Career

- Career center resources for specialized populations

<http://careercenter.tamu.edu/Resources/Special-Populations-Interests>

- Why diversity matters in hiring process

<https://www.chronicle.com/article/how-serious-are-you-about-diversity-hiring/>