

Statement of Inclusivity

The Natural Hazards Engineering Research Infrastructure (NHERI) Graduate Student Council (GSC) is committed to fostering an inclusive, equitable, and diverse culture in all its undertakings and spaces.

We embrace the characteristics that make our graduate student community unique and **will defend individuals** against discrimination based on differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, or veteran status.

We believe our life experiences and knowledge collectively result in innovative research work and cultivate collaborative environments. The mission of the NHERI Graduate Student Council's Diversity, Equity, and Inclusion (DEI) working group is to **create awareness** about the meaning and **impact** of DEI, point towards **resources** for DEI efforts in the field of Natural Hazards research, and provide **toolkits** to foster Anti-Racism and Bias free environments.

Therefore, in all NHERI Graduate Student Council work environments students and visitors pledge to:

- Respectfully communicate with each other, including criticizing respectfully and constructively
- Embrace diverse perspectives and work towards creating an equitable and inclusive environment
- Be aware of and responsive to the diversity of experiences represented within the student council
- Consider how experiences of power and privilege may affect people's approaches and responses to meeting dynamics
- Promote the full participation and sense of belonging of every participant
- Provide a space that is accessible for all
- Be respectful of each person's level of engagement in DEI conversations
- Use self-identified pronouns proactively
- Make space for all voices
- Give credit appropriately for ideas brought up

All students and visitors attending NHERI GSC events have a responsibility to treat others with dignity and respect at all times. If any NHERI Graduate Student Council members wish to learn more about Diversity, Equity, and Inclusion they can do so by visiting the DEI page on the NHERI GSC website, requesting information from the Executive Committee, and by attending events hosted by the NHERI GSC Diversity, Equity, and Inclusion working group.

By signing below, you signal your acceptance of the NHERI Graduate Student Council position on Diversity, Equity, and Inclusion and understand that adherence to these principles is a prerequisite to participation.

Sign:

Date: