
ARD Diversity and Inclusion Statement (approved 10/24/2023)

The Association of Research Directors (ARD), Inc. is committed to creating societies where all people have opportunities to lead wholesome lives. Physical, mental, emotional, and spiritual well-being is essential to a balanced life. We aim to provide a safe space for all. The members of our communities are clear regarding our institutional position on equity, diversity, and inclusivity. All members of our communities are valued, and we intentionally promote diverse and inclusive ecosystems where all people have the tools, access to opportunities, and support needed to address the food and agricultural research challenges facing the state, nation and world-at-large.

Acknowledgement and Acceptance

We recognize that each member of our collective communities brings their individual frames of reference. As a community, we celebrate and appreciate their uniqueness. The individuality of our team is what adds to the breadth and depth of our institution and programs. It is their collective offerings that adds to the uniqueness and richness of our outcomes. Their identities, backgrounds, and lived experiences (including gender identity, sexual orientation, race, ethnicity, religion, socioeconomic class, immigration status, nationality, ability, among many other experiences) are a cornucopia of what make us the regarded campus communities we are. We recognize, celebrate, and appreciate their diversity and commit to ensuring inclusion to enhance every aspect of our campus communities.

Past is not Prologue

While we celebrate the richness of the land-grant university system, we are consciously aware of the work that must be done to fully support, enhance, strengthen, and cultivate the learning communities that we serve. We realize that past standards, past commitments, and past actions are not the forecast for today or tomorrow. We no longer close our eyes, turn our heads, and keep our mouths closed on issues of equity, diversity, and inclusivity on our campuses. To this end, we have embraced the change to create a culture that infectiously and effectively advances inclusion and responsibility intentionally. We celebrate diversity and empower our campuses with respect for all. By employing this methodology, we underscore the significant value of everyone in our communities. Everyone deserves the comfort of knowing they are included and valued within our communities and beyond.

Affirmations, Actions, and Accomplishments

Our commitment to a diverse, equitable, and inclusive community is affirmed through our plan of action. We affirm that the doors of opportunity remain accessible and open for all. We commit to employing sensitivity, empathy, and altruism in all our undertakings. We ban together to embrace, explore, and effect inclusive change from the soil to the fruit it yields. As members of the agriculture community, we know what you sow you will reap during your harvest. Therefore, we intentionally embrace dialogue as it provides powerful insight on equity, diversity, and inclusivity.

The Quest Continues... Our Goals

We are invested in maintaining the tripartite mission. We also are committed to ensuring that the processes for accessing funding opportunities for teaching, research, and extension is equitable and support the mission of the land-grant university system. To this end, we diligently and collaboratively continue our work with stakeholders to actively improve the programs and services we offer across the states, nation, and globally.