

## PSYCHOLOGY DEPARTMENT PRINCIPLES OF COMMUNITY

2/5/2020

As the Psychology department, we aim to foster an environment where members of our community want to work, learn, teach, research, interact, develop professionally, and explore new ideas. Consistent with the university mission and goals (<https://diversity.berkeley.edu/principles-community>), we are dedicated to promoting equity, including the voices of all people, facilitating the professional exchange of ideas, and ensuring respectful treatment of all community members. We strive to have equitable representation and provide equitable access to opportunities across students, postdocs, faculty, and staff. Towards these aims, we are sensitive to power differentials between individuals, both those that are based in historic underrepresentation and marginalization, and those that are situationally based. We have designed the following principles to foster a friendly, safe, fair, and welcoming environment for all members in the community.

### **Principle 1: We are team players and community builders.**

All members are expected to be team players, who help and support each other. We help build and maintain the community we strive for. We share ideas, insights, space, and time together. We value collaborations.

### **Principle 2: We actively listen.**

Although our own ideas often feel the most compelling, we strive to be open to alternate points of view. Criticism is vital and we aim to deliver it in a constructive matter. Sometimes good ideas are poorly expressed. We are open to learning from the perspectives others offer.

### **Principle 3: We respect each other.**

We respect every member of the community and promote a discrimination- and harassment-free environment. All individuals of all gender-identities, races, national origin, ethnicities, religions, citizen statuses, ages, sexual orientations, ability statuses, physical appearances, and socioeconomic statuses are welcome and valued in our community.

### **Principle 4: We stand up for others.**

We stand up for others when they are most vulnerable and flag inappropriate behavior that hurts our community. We hold each other accountable to one another. We support the university mission of creating a community that is free from:

- Expressions of Bias
- Hate Speech
- Hate Crime
- Graffiti/Vandalism
- Intimidation, Bullying or Physical Violence
- Bias Incidents
- Hostile Climate
- Sexual harassment.

University guidance for defining and addressing these issues are provided in the resources section of the climate and equity website.