We do our part to build a more inclusive IPFW and we commit daily to:

- **Expand our knowledge base** by stepping out of our comfort zone to learn about others, read, travel, meet new people, attend unfamiliar cultural events, or take classes.

- **Become aware of our own biases** by becoming aware of how our thoughts and impressions about specific groups may impact what we say and do.

- **Be mindful of the language we use.** Certain common expressions can unintentionally be very hurtful to a specific group of people.

- **Don’t ask others to speak for their entire group.** There is a great diversity within all groups—no one person can speak for all.

- **Avoid stereotyping remarks** by not making blanket statements. There are all kinds of people in every group.

- **Interrupt insensitive jokes or hurtful comments.** It might not be easy, but it’s the right thing to do.

- **Speak up—Don’t be silent.** Being silent when someone does or says something offensive makes them think that you agree and that it is OK—and it is not.

- **Use resources.** We do not have to do it alone. There are many resources on campus that can assist us in learning more, reporting incidents, and creating a supportive campus climate.

- **Step outside of our comfort zone.**

- **Smile, listen, say hello.**