Crafting a Statement of Diversity

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A diversity statement should express your core values of inclusion.

A good place to beginis byexamining your assumptions. It is common for people to make assumptions, often subconsciously, that may lead to the marginalization of students in our classrooms. This is called implicit bias. Expectations that students share similar cultural backgrounds, economic privilege, come from traditional families, have parents who attended college, or are heterosexual or cisgender, can make students feel marginalized. It is important to develop an awareness of these biases and to replace them with inclusive language and behavior.

Example Diversity Syllabus Statements borrowed from ASEE’s Example Classroom Inclusion Strategies [found here](https://diversity.asee.org/resources):

Example 1:

*I consider this classroom to be a place where you will be treated with respect, and I welcome individuals of all ages, backgrounds, beliefs, ethnicities, genders, gender identities, gender expressions, national origins, religious affiliations, sexual orientations, ability – and other visible and nonvisible differences. All members of this class are expected to contribute to a respectful, welcoming and inclusive environment for every other member of the class.*

Example 2:

*I am committed to creating an inclusive environment in which all students are respected and valued. I will not tolerate disrespectful language or behavior on the basis of age, ability, color/ethnicity/race, gender identity/expression, marital/parental status, military/veteran’s status, national origin, political affiliation, religious/spiritual beliefs, sex, sexual orientation, socioeconomic status or other visible or non-visible differences.*

Other Statements to Foster Inclusivity:

* Safe Zone Statement - for LGBTQ+ Advocacy in STEM - [Learn More Here](https://lgbtq.asee.org/)
* Preferred Name/Pronoun Statement

Additional Resources:

* Inside Higher Ed Article-[Breaking Down Diversity Statements](https://www.insidehighered.com/news/2018/11/12/former-harvard-deans-tweet-against-required-faculty-diversity-statements-sets-debate)
* Inside Higher Ed Article-[The Effective Diversity Statement](https://www.insidehighered.com/advice/2016/06/10/how-write-effective-diversity-statement-essay)
* Yale Poorvu Center for Teaching and Learning-[Diversity Statements](https://poorvucenter.yale.edu/DiversityStatements)
* Brown Sheridan Center for Teaching and Learning-[Diversity & Inclusion Syllabus Statements](https://www.brown.edu/sheridan/teaching-learning-resources/inclusive-teaching/statements)