

Carnegie Mellon University

When creating a diversity statement for your syllabus, please consider the following questions

- How do you, concretely, recognize and value diversity in your classroom? (For instance, do you have systems in place to ensure everyone's voice will be heard? Do you use a variety of examples to illustrate concepts? Do you have guidelines for respectful discussions?)
- How can diversity as represented in your discipline, course content, and classroom be an asset for learning?
- How will issues related to diversity arise in your course and classroom? And, how will you handle them (ideally) when they do? (For instance, does your discipline or course content explicitly or implicitly raise sensitive or controversial topics related to diversity and inclusion? How might students from different social and cultural backgrounds respond to disciplinary norms?)
- Do you seek input from your students on classroom climate (i.e., to what extent they feel included and how)?
- What relevant resources exist on campus that could be useful to your students (e.g., Center for Diversity and Inclusion, Intercultural Communication Center, Office of Title IX Initiatives)?
- Your statement should articulate to your students why being inclusive matters to you, specifically, and how that relates to your discipline, course, and desired classroom climate.
- It can be helpful to consider your discipline's history with underrepresented groups, and how disciplinary conventions might work to facilitate or become obstacles to inclusion.
- After drafting your statement, check whether the rest of your syllabus and course design matches your diversity statement in tone and spirit, that is to say, is also positive and inclusive (see additional resources on creating an inclusive learning environment):
- Be inclusive by recognizing different types of diversity in your statement.

Sample;

“A university is a place where the universality of the human experience manifests itself.” -Albert Einstein

In keeping with the spirit of Einstein’s viewpoint, the Department of Communication Studies is committed to providing an atmosphere of learning that is representative of a variety of perspectives. In this class, you will have the opportunity to express and experience cultural diversity as we focus on issues such as: gender and communication in small groups, communication in the multicultural group, and cross-cultural and intercultural work group communication. In addition, writing assignments and daily activities have been designed to encourage individuality and creative expression. You are encouraged to not only take advantage of these opportunities in your own work, but also, learn from the information and ideas shared by other students.”

Here is a link to other D&I examples:

<https://www.cmu.edu/teaching/designteach/syllabus/checklist/diversitystatement.html>