

Writing a diversity statement...

A diversity statement should address the UW's commitment to excellence and equity through contributions in scholarship, research, teaching, service, and providing a safe, inclusive environment.

Two overarching questions for both faculty and staff include:

- How do you demonstrate your commitment to diversity, equity, inclusion, and accessibility?
- What are your future goals in relation to matters of diversity, equity, inclusion, and accessibility?

Faculty...

Does your research and scholarship:

- exhibit artistic expression or culture production that reflects culturally diverse communities or underrepresented voices?
- have the potential to serve needs of groups that have been historically underserved by academic research?
- contribute to understanding the barriers to entry facing members of groups who have been historically underrepresented in higher education?
- study patterns of participation and advancement of historically underrepresented groups in higher education?
- focus on underserved populations and understanding issues of inequality (locally, nationally, and internationally?)
- explore identity in terms of race, gender, ability, sexuality, nationality, citizenship status, religions, as related to diversity and inclusion?

Does your teaching:

- explicitly state commitment to teaching and mentoring undergraduate and graduate students from diverse demographic and social backgrounds?
- apply/use curricula and teaching strategies designed to enhance participation of students from group underserved by higher education?
- showcase, allow, and openly welcome, artistic expression and culture production that reflects culturally diverse communities or voices not well represented in the arts and humanities?
- have you engaged/participated in training or professional development activities designed to inclusive teaching strategies?
- understand/account for different identities and acknowledge and encourage different reference points and learning styles?
- meet students where they are and strive to grant accessibility for all?

In terms of service and engagement, do and/or have you:

- a record of academic service to advance equitable access to higher education for women, racial/ethnic minorities, and other groups in fields where they are underrepresented?
- departmental or institutional involvement or leadership experience, such as committees, task force groups, or other workgroups, where you advocate for DEI?
- leadership experience or have you participated in scholarship, practice, or policy efforts to advance diversity, equity, or social justice for historically underrepresented or marginalized groups?
- local or national service commitments related to diversity, equity, and inclusion, such as participation in professional societies and organizations?

Staff...

Here are some ways in which everyone can reflect on how their approach to issues of diversity, equity, inclusion, and accessibility manifest in our respective workspaces:

Do you foster:

- a respectful, inclusive community that supports creative and critical expression and scholarship amidst a culture that accepts the value of every individual?
- a culture of compassion, understanding, and an obligation to respectful discourse in classrooms, meeting rooms, studio spaces, and beyond?

How do you contribute to:

- the School's commitment to diversity, equity, inclusion, and accessibility in terms of recruitment of faculty, staff, and students who exhibit a dedication to creative and academic excellence and who demonstrate the ability to work with and represent a diverse spectrum of populations?
- encouraging students, faculty, and staff to engage in healthy dialogue and respect the values and global perspectives of a diverse population?
- engagement with campus and community partners and research endeavors locally, nationally, and globally?

Do you:

- engage/participate in training or professional development activities designed to enhance intercultural or intergroup competencies and skills?
- explore identity (such as race, gender, ability, sexuality, nationality, citizenship status, religions) as related to diversity and inclusion?
- have involvement with departmental, institutional, or leadership experience, such as committees, task force groups, or other workgroups, where you advocate for DEI?