

# Writing a Diversity Statement:

Diversity statements are becoming a common request, particularly within academia. If you have been asked to write your Diversity Statement, but may be wondering how to start, here are a few prompts and tips that may be helpful!

First and foremost, remember the definition of Diversity:

**di·ver·si·ty**

/dəˈvɜrsədē,dīˈvɜrsədē/

(Source: OxfordLanguages via Google)

*noun*

1. the state of being diverse; variety.  
"there was considerable diversity in the style of the reports"
2. the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.  
"equality and diversity should be supported for their own sake"

From time to time we think of diversity in the more narrowed view, such as cultural and ethnic backgrounds. Having a strong mix of cultural and ethnic backgrounds is very important to the overall health of an organization and those who support it. It is also important to remember that the definition of diversity is broad and all-inclusive. Sometimes we cannot see all of the diverse contributions we make because we have ingrained them into our everyday lives already. Writing a Diversity Statement may be a way to re-frame what you already do that contributes to the diversity growth and support of the organization, and yourself.

Here are some things to think about when starting a draft of your Diversity Statement:

- If teaching, how do you ensure your classroom is inclusive to all?
  - You likely make accommodations for many individuals. Whether explaining a concept in a way that lets more people understand, or allowing for discussion of various viewpoints in a respectful way, these are all examples of everyday diversity actions you have already taken!
- If in a supervisory role, has there ever been a time that challenged your thinking and changed your management style?
  - Sometimes, we manage a certain way for a long period of time and it “worked” for the most part. Has there been a time when you realized that something was not working, even operationally? Advocating for your cohort and office is an amazing show of diversity! Times change and so do we, now is a time to highlight your growth and how you maintain that with your staff.
- Keep in mind the Diversity Statement of the organization!
  - For example, “Boston University’s founders opened its doors to all students without regard to religion, race, or gender. Building and sustaining a vibrant community of scholars, students,

and staff remains essential to our mission of contributing to, and preparing students to thrive in, an increasingly interconnected world..." (<https://www.bu.edu/diversity/about/diversity-statement/>).

- Perhaps your position on diversity mirrors the organizations? How do you plan on contributing to the overall diverse health of the organization?

You can make the diversity statement as personal as you want it to be, but the point is not to prove yourself to anyone. Instead, remember that those reading the Diversity Statement will be looking for certain metrics as to how you would contribute to the diversity growth of the organization.

The more diversity in thought, culture, background, lived experiences, and everything that diversity encompasses, the healthier an organization will be!