

DIVERSITY STATEMENT RESOURCE GUIDE



What is a diversity statement?

A diversity statement:

- Is a public commitment to fostering a diverse community and a culture of inclusivity
- Highlights your organization's diversity, equity, and inclusion (DEI)-related values and goals
- Sets DEI-related expectations for your community and community members



How is a diversity statement useful?

A diversity statement shows the public and your community that diversity, equity, inclusion, and belonging are important to your organization.

It can help with:

- Building trust between your community and leadership
- Increasing feelings of belonging within your community
- Recruiting diverse applicants



What should be included?



Consider your organization's answers to the following questions:

- What does DEI mean to your organization?
 - How does DEI relate to your organization's mission and values?
- Why is DEI important to your organization, now and in the future?
- How does your organization approach DEI, now and in the future?
 - What are some specific DEI initiatives or actions, either ongoing or planned for the future?

Common topics included in diversity statements:

- Community values and DEI-related goals
- Specifics about DEI initiatives, resources, and people doing DEI work
- Acknowledgement of historically underrepresented or marginalized groups (e.g. gender, race, sexual orientation, ability)
- Denouncing forms of hate or bias (racism, homophobia, etc.)

Additional tips:

- Use positive language and tone
- Create a compelling headline other than "Diversity Statement"

Examples of Effective Diversity Statements

From the Harvard Community

- [Harvard Medical School](#)
- [Harvard Belfer Center](#)
- [Harvard Forest](#)
- [Harvard University Department of Psychology](#)

From Peer Institutions

- [University of Wisconsin Medieval Studies](#)
- [Stanford University](#)
- [Yale University Department of English](#)
- [University of Pennsylvania Engineering](#)

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How does a diversity statement differ from an Equal Opportunity or Reasonable Accommodations statement?

Equal opportunity and reasonable accommodations statements are:

- Types of non-discrimination statements
- Required by law and university policy

A diversity statement is not required by law or university policy, and instead it signifies a commitment to a diverse and inclusive workplace culture beyond legal mandates.



We have written a diversity statement. Now what?



That's great! Some next steps include:

- **Share the statement in an announcement to your listserv**
- **Include the statement on your website, for example:**
 - The front page/welcome page of your website
 - In the "About" section
 - In a separate tab dedicated to your community's diversity, inclusion, and belonging efforts
- **Adapt the statement for job postings**
 - Use this guide for more information about inclusive hiring.
- **Take action**
 - Writing a diversity statement is a great first step, but words alone will not make your community more diverse or inclusive
 - Use the resources below to develop measurable goals specific to your community.

Additional Resources

Inclusive Excellence and Strategic Planning Toolkits

- [Harvard Office for Diversity, Inclusion & Belonging](#)
- [University of Chicago](#)
- [University of California, Berkeley](#)

Terms and Language

- [Foundational concepts and affirming language](#)