

## Inclusion Statements for Syllabus

To facilitate meaningful dialogue, it is important for professors to set a tone of respect and positive regard at the beginning of the semester. One way to do this is to include a statement in your syllabus regarding your beliefs about learning in a diverse classroom. It can also be helpful to include communication guidelines and have a discussion during the first week of class about your expectations. Giving students an opportunity to add to the guidelines can help them take ownership and personal responsibility for how they communicate with each other.

### Example of Inclusive Statements for Syllabus

#### ***Name & Gender Pronouns***

Professional courtesy and sensitivity are especially important with respect to individuals and topics dealing with differences of race, culture, religion, politics, sexual orientation, gender, gender variance, and nationalities. Class rosters are provided to the instructor with the student's legal name. I will gladly honor your request to address you by an alternate name or gender pronoun. Please advise me early in the semester so that I may make appropriate changes to my records.

#### ***Diversity Statement for Course Syllabi from UC San Diego Division of Biological Sciences***

I believe very strongly that the classroom is a place to expand our knowledge and experiences safely, while being respected and valued. I support the values of UC San Diego to "create a diverse, equitable, and inclusive campus in which students, faculty, and staff can thrive". I strive to uphold the values articulated by the Office of the [Vice Chancellor for Diversity, Equity, and Inclusion](#): "We believe that true excellence is achieved through productive relationships among people of diverse perspectives. When the collective talents of our students, faculty, and staff at UC San Diego are united in an environment that is open and inclusive, creativity and innovation prospers."

I hope you will join me in creating a class that upholds these values to further enhance our learning as a community. For more information, please visit:

<http://diversity.ucsd.edu>

#### ***Communication Statement***

It is my hope that in this course we will develop a supportive learning community that will foster rich discussions through the sharing of personal ideas, experiences, and relationships to course material. Honesty, listening for understanding, a willingness to share your ideas, and respect for self and others are basic guidelines that can help

create a positive learning environment. Your participation and feedback is important to the success of the course and I welcome your thoughts throughout the semester on how we might improve class processes that will encourage effective communication and dialogue.

***STEM-focused example***

<https://tomprof.stanford.edu/posting/1625>

**Questions to Consider When Crafting an Inclusion Statement:**

- What are your discipline's conventions and assumptions? How might students with varying backgrounds respond to them?
- What role does your respect for and engagement with diversity in the classroom play in your personal teaching philosophy?
- What positive learning outcomes can come from respecting difference in the classroom? How can you highlight these?
- What do you want your students to know about your expectations regarding creating and maintaining a classroom space where differences are respected and valued?
- Is your statement inclusive of different types of diversity, including, but not limited to: race, gender, ethnicity, sexual orientation, age, socioeconomic status, religion, and disability?
- Which campus resources would you like to direct your students to for further support?
- What kind of classroom environment would your students like to see? How might you include them in the conversation about standards for classroom civility?