

Diversity, Equity, and Inclusiveness Statement

Because it is an increasingly important characteristic of a great university, CWRU strives to become a more diverse campus. The contributions of faculty members towards promoting diversity and equity should be recognized and credited in conjunction with other faculty achievements. These contributions may be considered positive factors in evaluating a faculty member's performance in promotion and tenure reviews.

The CWRU Faculty Handbook and the bylaws of the various schools/College provide the minimum standards for evaluating a faculty member's performance in teaching, research and scholarship, and professional and university service. Beyond providing evidence of meeting these standards, a faculty member may wish to highlight their contributions to diversity, equity, and inclusiveness in their promotion and tenure review files through the inclusion of a DEI (Diversity, Equity, and Inclusiveness) statement.

The DEI statement is optional and should not exceed two pages.

Examples of activities and achievements that can be highlighted in a DEI statement include, but are not limited to, the following:

Teaching

- Participation in mentoring and advising of students from all backgrounds, particularly from underrepresented and underserved populations
- Creation of an academic environment that is open and encouraging to all students, including development of effective learning strategies for students in various underrepresented groups
- Development of new and effective techniques of instruction, including techniques that meet the needs of students from groups that are under-represented in candidate's discipline
- Contributions to pedagogies addressing different learning styles that meet the needs of diverse populations of students

Research, Scholarship, or other Creative Work

- Scholarly activities that promote understanding of diversity, equity, and inclusiveness, such as research and scholarship on:
 - o Health disparities, educational access and achievement, political engagement, economic justice, social mobility, civil and human rights
 - o Race, ethnicity, gender, and multiculturalism
 - o Questions of interest to communities historically excluded by higher education
- Contributions to understanding and/or reducing the barriers facing women and minorities in academic disciplines, such as:
 - o Patterns of participation and advancement in fields where women and minorities are under-represented
 - o Socio-cultural issues confronting underrepresented students entering college
 - o Evaluating programs, curricula, and teaching strategies designed to enhance participation of underrepresented students in higher education
- Participation in professional or scientific associations or meetings, and presentation of papers related to the needs of communities historically excluded from higher education

- The application of theory to real-world economic, social, and community development problems
- Presentations and leadership in seminars, conferences, or institutes that address the concerns of women and under-represented minorities
- Presentations or performances to advance under-represented communities

Professional and University Service

- Mentoring of faculty members from underrepresented groups
- Service as an advisor to groups or participation in programs that promote diversity, equity, and inclusiveness
- Participation in recruitment and retention activities for underrepresented students
- Engagement in service activities designed to remove barriers and to increase participation by groups historically under-represented in higher education
- Undertaking editorial work or peer-reviewing for organizations addressing disparities in access to higher education