Behaviors that Support Diversity
A Guide for Administrators, Faculty, and Staff

In Teaching . . .
- Including the concerns of diverse groups in course content.
- Including writings by diverse people in required and recommended readings.
- Including multiple perspectives on each issue in a course.
- Including films or other audiovisual resources that bring diverse voices into the classroom.
- Including a statement of respect for diversity in each syllabus.
- Providing students with guidelines for creating a safe and respectful classroom.
- Interrupting oppressive behavior in the classroom (such as inappropriate jokes or comments)
- Modeling inclusive language.
- Utilizing guest speakers who represent diverse voices.
- Utilizing examples that do not reinforce stereotypes.
- Accommodating students’ diverse needs (religious holidays, for example).
- Including the University’s statement on disabilities and accommodation on the syllabus.
- Utilizing a variety of instructional strategies.
- Utilizing cooperative learning.
- Including opportunities for Service Learning in your syllabi
- Encouraging students to attend diversity related events

In Service . . .
- Mentoring students from diverse groups.
- Serving on University or College committees that have a diversity/social justice focus.
- Serving as faculty advisor for a student group that has diversity/social justice as a focus.
- Attending workshops and conferences that help build multicultural competencies.
- Participating in outreach programs aimed toward diverse populations.
- Introducing discussions of diversity/social justice at department meetings.
- Attending diversity and social justice events and speaker presentations.
- Participating in the DPD faculty seminar.
- Developing a DPD, Cultural Diversity, or Contemporary Global Issues course.
- Sponsoring programs that focus on issues of diversity and social justice.
- Recruiting diverse faculty, staff, and students.
- Working with community groups on issues of diversity/social justice.
- Speaking on campus or around the state/nation about issues of diversity/social justice.

In Research . . .
- Conducting research that addresses issues of diversity/social justice.
- Writing articles and books that address issues of diversity/social justice.
- Presenting conference papers on issues of diversity/social justice.
- Including students from diverse groups as research assistants.
- Supporting undergraduate research in diversity
- Ensuring inclusion of diverse populations in research projects
In Administration...

- Rewarding diversity efforts in consideration for tenure, promotion, and merit
- Recognizing the increased service load shouldered by diverse faculty and staff members and valuing such service in evaluation
- Providing financial support for faculty development in diversity education
- Recruiting, hiring, and retaining diverse faculty and staff members in your unit
- Developing and implementing policies that ensure equitable treatment for all people in your unit
- Evaluating all employees’ contributions to increasing diversity and diversity awareness and creating a positive climate for diversity in your unit
- Encouraging participation in on-campus diversity workshops, seminars, presentations, and activities
- Ensuring the creation and maintenance of DPD, cultural diversity, and/or contemporary global issues courses in each college
- Providing opportunities for continuing education in diversity in your unit
- Dealing promptly with complaints of bias, harassment, intimidation, or any other form of inappropriate behavior
- Providing opportunities for feedback about climate and addressing concerns with swift action