

# DEI Commitment Statement Guide

## What is a DEI commitment statement?

A Diversity, Equity, and Inclusion (DEI) commitment statement:

- Is a public commitment to fostering a diverse community and a culture of inclusivity
- Highlights your organization's DEI-related values and goals
- Sets DEI-related expectations for your community and its members

## How is a DEI commitment statement useful?

A DEI commitment 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

## How does a DEI commitment statement differ from an Equal Opportunity or Reasonable Accommodation statement?

Equal opportunity and reasonable accommodation statements are types of non-discrimination statements and 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.

## 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?

Tips:

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

Common topics in DEI commitment statements include:

- 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.)

## We have written a DEI commitment statement. Now what?

That's great! Some next steps include:

- Sharing the statement in an announcement to your listserv
- Including 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
- Adapting the statement for job postings
  - Use [this guide](#) for more information about inclusive hiring.
- Taking action
  - Writing a DEI commitment 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.

## What are some examples of effective DEI commitment statements?

From the Harvard Community

- [Harvard Office for Diversity, Inclusion, and Belonging](#)
- [Harvard Medical School](#)
- [Harvard Belfer Center](#)
- [Harvard University Department of Psychology](#)

From Peer Institutions

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

## Additional Resources

- [Harvard Office for Diversity, Inclusion & Belonging Planning Toolkit](#)
- [University of Chicago Planning Toolkit](#)
- [University of California, Berkeley Planning Toolkit](#)
- [Foundational concepts and affirming language](#)