Diversity, Equity, and Inclusion Statement Guidelines

Smith College is dedicated to promoting learning, teaching, scholarship, discovery, creativity and critical thought. In addition, the college is committed to creating an inclusive, equitable, and accessible educational community founded on the free and open exchange of ideas. That said, because Smith was not originally designed for the diverse students, staff and faculty that we have now, we are called to reflect on our past and present to build a more just and inclusive future. Toward Racial Justice, our strategic plan is a living document that guides our efforts.

The diversity, equity, and inclusion statement is a way for you, as an applicant, to show a commitment to diversity, equity and inclusion. This statement is your opportunity to show how you will be able to work with Smith students.

The total undergraduate student enrollment in fall 2022 was 2566 of which 33.9% identify as domestic students of color, 14.2% are international, 18% are first-generation, and 57.2% receive need-based aid. Students are also diverse in terms of age, ability and disability, religion, and veteran status, among other dimensions of identity.

Please respond to, at least, the first question. You may also respond to the second and/or third, and you may include any other information that you think would help us understand your ability to work with our students.

- Describe your pedagogical practices that foster an inclusive learning environment for diverse student populations. You may define teaching broadly to include curriculum, pedagogy, or climate, and teaching that occurs inside and/or outside the classroom setting.

- In what ways have your experiences shaped your perspectives, behaviors or actions about or towards others, and what did you learn from these experiences?

- What activities, outside of the area of teaching, do you plan to engage in as a faculty member that would address diversity, equity, and inclusion?

Thank you for taking the time to provide this information.