



Faculty Examples: Diversity, Equity and Inclusion Statements

Colleen Bronner (Civil & Environmental Engineering)

Diversity & Inclusion. I am firmly committed to diversity and equity in all areas of campus life. In this class, we will work to promote an anti-discriminatory environment where everyone feels safe and welcome. I recognize that discrimination can be direct or indirect and take place at both institutional and personal levels. I believe that such discrimination is unacceptable and am committed to providing equality of opportunity for all by eliminating any and all discrimination, harassment, bullying, or victimization. The success of this policy relies on the support and understanding of everyone in this class. We have a responsibility to each other to not participate in, or condone, harassment or discrimination of any kind. Instead, we will promote practices of empathy and kindness, and constructive feedback and dialogue. When we disagree, which we may in this class, we will discuss these issues in a respectful tone.

Clare Cannon (Human Ecology)

Statement on Diversity. Diversity is a necessary and important aspect of social and biophysical life. Diversity is multi-dimensional and occurs across a spectrum of different social locations (i.e., race/ethnicity, gender, socioeconomic status, documentation status, disability, etc.), cultures, experiences, learning styles, and knowledges. Together we must create a safe, inclusive, and equitable learning community for all our members. Doing so advances our own knowledge and expresses our care and respect for one another. Through an active engagement with course materials and with your own experiences and perspectives, we will learn more about how diversity increases our own awareness and knowledge around major course themes. Creating this learning community of care is an important strategy in implementing our [UC Davis Principles of Community](#). To this end, we endeavor to make course materials accessible and inclusive to all students. Suggestions to increase access and inclusion of course materials and activities are encouraged and appreciated.

Con Diaz (Science & Technology Studies)

This course addresses a lot of material that affects all of us. We will talk about criminal law and bias, abortion and reproduction, disability, and the laws that have governed sex and reproduction in the U.S. However, it is important to remember that each of us experiences these things in ways shaped by our own cultural experiences, social locations, access to resources, and belief systems. We will therefore aim not to debate each others' individual world views, but to understand how and why our relationships with the same laws can vary so much from one person to the next.

Silvia Carrasco Garcia (Molecular and Cellular Biology)

It is my intent as your instructor to provide a learning environment in which we ALL can thrive. UC Davis is a diverse community in which we should all acknowledge and appreciate the exceptional joy of diversity and strive to protect it. However, you may not feel represented when we provide examples during the quarter of scientists who have made an impact in the field of cell biology since those covered may not share your race, religion, gender or socio-economical background. Unfortunately, that is how science has been for many, many years.... let's make a change starting today and prepare ourselves to be one of the driving forces of that change!!!