

UWS DEI Syllabus Statement

(This statement was endorsed by the UWS Faculty Senate on 2.15.22 and the DEI Committee on 2.16.22)

Commitment to diversity, equity and inclusion

The faculty and instructional staff of University of Western States (UWS) recognize the benefits and opportunities of a diverse community. As the university prepares students to thrive personally and professionally in an increasingly diverse society, we strive to deliver student-focused education and training experiences that emphasize our commitment to diversity, equity and inclusion.

In alignment with the UWS core value of “inclusiveness,” UWS endeavors to cultivate a safe and welcoming environment that supports diversity in thought, perspective and experience, and honors individual identities. These dimensions of diversity include race/ethnicity, culture, gender, gender expression and identity, age, class, sexual orientation, nationality, religion, ability and more.

Name and pronouns

All people have the right to be addressed and referred to in alignment with their personal identity. Students are invited to clarify their name and pronouns with all members of the UWS community, including faculty and classmates.

Sensitive topics and engaging professionally

Discussion and disagreement are an expected part of a dynamic learning experience. While topics related to diversity, equity, and inclusion can be sensitive, they are critically relevant to your role as a current/future health care provider or practitioner. Students are expected to engage professionally and to practice active listening and perspective-taking. We encourage students to respectfully disagree.

More information about diversity, equity, and inclusion at UWS can be found at this link: <https://www.uws.edu/diversity-and-inclusion/>

Resources:

(not a part of the syllabus statement)

University of Western States

- [Core values](#)
- [Equity Statement](#)
- [Shared Language Guide](#) (Udocs)

Name and pronouns

- Website: mypronouns.org
- Video - One word: <https://youtu.be/Nn1TC7VEpf4>

Managing Difficult Discussions

- [Difficult Discussions](#), Teaching Commons, Georgetown University
- [Faculty Guide for Difficult Dialogues](#), College of Education, Kansas State University
- [Managing Difficult Classroom Discussions](#), Center for Innovative Teaching and Learning, Indiana University Bloomington
- [Difficult Dialogues](#), Center for Teaching, Vanderbilt University
- [On “Difficult” Conversations](#), Inside Higher Education
- [Talking about Race and Inequity in Science – Guide for Faculty](#), Graduate Faculty Development Program, University of California San Francisco