

Finding Graduate Programs Committed to DEI (diversity, equity, and inclusion)



If it is important to you to attend a graduate program that truly values diversity, equity, and inclusion (DEI), look for evidence in their language, actions, and policies. Below are some questions you might ask to help you determine whether a prospective school or program creates an environment in which you can thrive. Pay attention to the content of their answers, as well as their comfort in answering the questions.

Question	Program 1	Program 2	Program 3	Program 4	Program 5
<p><i>Questions to assess campus commitment to diversity and inclusion</i></p> <ul style="list-style-type: none"> • What is campus culture like for students like me, with _____ identity? • How are you working to create a campus environment that is welcoming and inclusive? • Do you have a bias incident reporting protocol? What are your bias incident reporting statistics, and where can I find them? • How do you support a student who feels threatened or discriminated against? • How is your diversity statement tied to real action (e.g., programs/initiatives)? 					
<p><i>Questions for Students of Color</i></p> <ul style="list-style-type: none"> • What are the retention and graduation rates for students of color, and are there racial disparities? • How many tenured faculty of color are there? • Are you recruiting more faculty of color? • Do you have mentoring programs for students of color in the academy? 					
<p><i>Questions for Students with Disabilities</i></p> <ul style="list-style-type: none"> • What kind of assistive technology, resources and support is available for students with disabilities? • What is the process of requesting accommodations? 					

<ul style="list-style-type: none"> • What's the turnaround time for accommodations in terms of housing and academic needs? 					
<p><i>Questions for LGBTQ Students</i></p> <ul style="list-style-type: none"> • Are there staff/centers that work directly to support LGBTQ students? • What housing accommodations are available for transgender or gender-nonconforming students? • What policies exist around using chosen names instead of legal names given at birth? • How do students indicate their chosen pronouns? Do you have a culture in which people share their pronouns upon introduction? 					
<p><i>Questions for Religious Minorities</i></p> <ul style="list-style-type: none"> • Are there interfaith houses of worship or spaces for students who are religious minorities? • Are these dedicated or shared spaces, and are they safe and monitored? • Do students have the resources and spaces needed to practice their faith on campus? • What dining options are available to accommodate a diet for religious practices? • How easy or difficult is it to get dining accommodations for such diets? If I need to request specific dietary accommodation, where would I address that concern? 					
<p><i>Questions for Politically Active Students</i></p> <ul style="list-style-type: none"> • What political clubs or student organizations are available to join? • What kind of speakers has the university brought to campus? • What are the campus free speech policies? • What are the most controversial issues on campus/in the department right now? 					