

# Demonstrating Your Commitment to Diversity: The Diversity Statement

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# Ongoing Collaboration



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# In our time today...

- Review best practices for writing diversity statements
- Reflect on your personal contributions to diversity, equity and inclusion
- Evaluate a sample diversity statements using the provided rubric
- Open Discussion





# Benefits of Writing a Diversity Statement

- Changing Job Landscape
- Self Reflection
- Faculty job packets
- Interviews
  - For faculty positions (with hiring committees, students)
  - For non-faculty positions



# Best Practices and What to Avoid

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- Read the organization's diversity or mission statement
- Reflect upon your own experiences
  - How have YOU brought together people of diverging perspectives?
- Personal perspective and awareness
- Commitment to learning
- Have examples in your cover letter and resume

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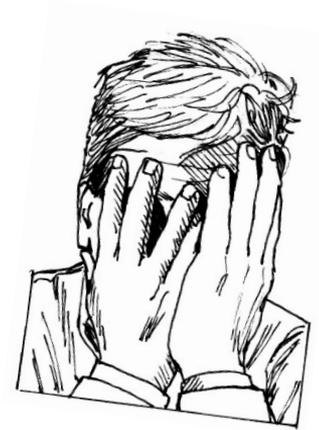
- Savior complex
- Assuming it's just racial diversity
- Diversity by osmosis, e.g. my partner is African American
- Rejecting the premise of DEI/J as important outright
- Using language you don't know
- Relying too much on an identity
- Not being self aware





# Do I share my personal identities?

- If you aren't comfortable, you have no obligation to share your personal identities (gender, ability, sexual orientation, race, nationality, etc.)
- If you are comfortable, personal experiences and identities need to be related to your contributions and commitments and how it pertains to the position





# Reflection time!



Complete the “Reflecting on Your Practice” Handout



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# Diversity Statement Rubric

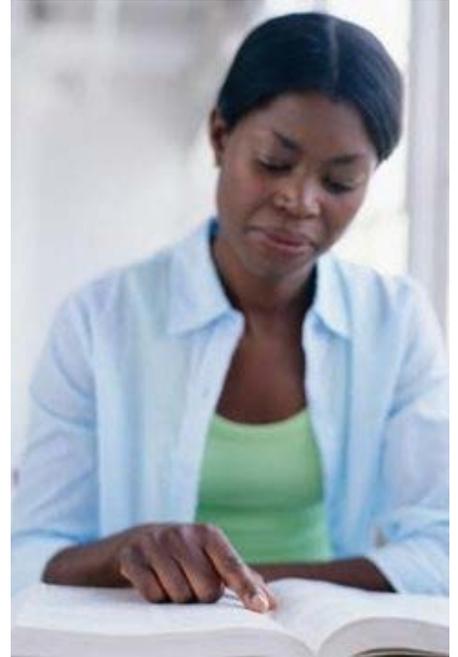
See the Diversity Statement holistic rubric handout with 5 categories:

1. Understanding of DEI in Higher Education
2. Research
3. Teaching and Mentoring
4. Collaboration and Leadership
5. Service and/or Engagement



# Sample Diversity Statement

- Read the sample diversity statement
- Use the rubric to comment on strengths and areas for improvement



# Discussion

