Demonstrating Your Commitment to Diversity: The Diversity Statement
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 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
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