

## Strategies for Demonstrating Your Commitment to Diversity: Reflecting on Your Practice

Do you demonstrate your commitment to diversity, equity and inclusion (DEI) in any of the following ways?

✓ = I definitely demonstrate commitment to DEI in this area

~ = I sort of demonstrate commitment to DEI in this area

☆ = I would like to try this, though I may need more information or resources

### Diversity in Research and Scholarship

- Does your scholarship have the potential to serve the needs of groups that have been historically underserved by academic research?
- Does your research contribute to understanding the barriers to entry facing members of groups who have been historically underrepresented in specific fields in higher education?
- Does your scholarship/research study patterns of participation and advancement of historically underrepresented groups in higher education?
- Does your scholarship evaluate research programs, curricula, and teaching strategies designed to enhance participation of students from groups underserved by higher education?
- Does your research/research interests focus on underserved populations and understanding issues of inequality (locally, nationally, internationally)?
- Does your research explore identity (such as race, gender, ability, sexuality, nationality, citizenship status, religion, etc.) as related to diversity and inclusion?
- Does your scholarship address topics such as health disparities, educational access and achievement, political engagement, economic justice, social mobility, civil and human rights, and similar topics?
- Arts and humanities students: Does your scholarship exhibit artistic expression or culture production that reflects culturally diverse communities or underrepresented voices?
- Other: \_\_\_\_\_

### Diversity in Teaching

- Does your teaching have an explicitly stated commitment to teaching and mentoring undergraduate and graduate students from diverse demographic and social backgrounds?
- Does your teaching indicate a record of significant experience or leadership in teaching and mentoring students from groups that have been historically underrepresented in higher education?
- Do you apply/use curricula and teaching strategies designed to enhance participation of students from groups underserved by higher education?
- Have you engaged/participated in training or professional development activities designed to enhance intercultural or intergroup competencies and skills?
- Have you engaged/participated in training or professional development activities related to inclusive teaching strategies?
- Does content that you teach focus on underserved populations and understanding issues of inequalities?
- Do you teach content related to identity (such as race, gender, ability, sexuality, religion) and diversity and inclusion?

- Does your teaching address topics such as health disparities, educational access and achievement, political engagement, economic justice, social mobility, civil and human rights, and similar topics?
- Does your teaching showcase artistic expression and culture production that reflects culturally diverse communities or voices not well represented in the arts and humanities?
- Other: \_\_\_\_\_

### **Diversity in Service and Engagement**

- Do you have a record of academic service to advance equitable access to higher education for women, racial/ethnic minorities, and other groups in fields where they are underrepresented?
- Have you demonstrated commitment to serving historically underserved populations in your communities (your campus community, your disciplinary community, your local community)?
- Do you have departmental or institutional involvement or leadership experience, such as on committees, task force groups, or other workgroups, where you advocate for DEI?
- Do you have local or national service commitments related to diversity, equity, and inclusion, such as participation in professional societies and organizations?
- Do you have leadership experience or have you participated in scholarship, practice, or policy efforts to advance diversity, equity, or social justice for historically underrepresented or marginalized groups (at campus, local community, state, national or international levels)?
- Do you participate in other community engagement or outreach activities relevant to advancing equity and access, such as volunteer activities, advising, or consultation?
- Other: \_\_\_\_\_