Diversity Statements

Directions: To get started with a diversity statement, reflect and then free write in response to the following prompts. Each section has multiple reflection questions you might consider to gather your thoughts for a diversity statement - you need not answer all questions in each section.

Contributions to diversity: What experiences do you have recruiting and/or supporting the success of diverse students and/or colleagues? What contributions have you made to diversity in your field and/or on your campus?

Goals for diversity: What does inclusive teaching mean to you? What is the value of diversity in your discipline, research and/or teaching? What knowledge, skills and attitudes are important for diverse learners and/or scholars in your field?

Enactment of goals: How do your own and your students' identities (e.g., race, gender, class), background, experience, and levels of privilege affect the pedagogical choices you make? How do you integrate diverse perspectives into your research and/or teaching? How do you mitigate stereotype threat in your teaching and/or mentoring? How do you create an environment that recognizes the value of diversity?

Assessment of goals: How do you know your goals for inclusive teaching are being met? What sorts of assessment tools do you use (e.g., student feedback, papers, journals, oral histories, portfolios) and how do they contribute to an inclusive learning environment?

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Other Resources

UC San Diego Faculty Candidate information about Contributions to Diversity
Includes sample statements and discussions of diversity in hiring and promotion at UC.
http://facultyexcellence.ucsd.edu/c2d/index.html

Writing Diversity Statements (from UC Davis Center for Excellence in Teaching and Learning)
http://tacdiversitystatement.wikispaces.com/home
Includes sample statements and discussions of why diversity matters.

The Professor is In blog post on Diversity Statements
https://chroniclevitae.com/news/266-the-professor-is-in-making-sense-of-the-diversity-statement