

Sample Requests for Statements on Diversity Contributions

Generic:

As a University and Department we value faculty working concretely in the areas of diversity, equity and inclusion. Please submit an one page statement in which you explain how you have worked concretely in these areas as a teacher, scholar, or member of a university or professional community.

From Dartmouth University job ad:

Applicants should state in their cover letter how their teaching, research, service, and/or life experiences prepare them to advance Dartmouth's commitments to diversity, equity, and inclusion.

From Harvard job ad

Required application documents include a cover letter, CV, a statement of research interests, a teaching statement, and up to three representative papers. In addition, we ask for a statement describing efforts to encourage diversity, inclusion, and belonging, including past, current, and anticipated future contributions in these areas.

From TCNJ job ad

Statement of commitment to inclusivity and diversity

From University of Washington job ad:

A 1-page statement detailing how your teaching, service and/ or scholarship has furthered equity and social justice in educational organizations and/or communities

From UC San Diego Diversity Statement

[UCSD has developed a well respected and robust system](#) for requesting and evaluating diversity and inclusion statements. It's worth reviewing closely. In brief:

"All candidates applying for faculty appointments at UC San Diego are required to submit a personal statement on their contributions to diversity, regardless of personal characteristics. The purpose of the statement is to identify candidates who have the professional skills, experience, and/or willingness to engage in activities that will advance institutional diversity and equity goals.

In accordance with [APM 210-1-d](#), "these contributions to diversity and equal opportunity can take a variety of forms including efforts to advance equitable access to education, public service that addresses the needs of California's diverse population, or research in a scholar's area of expertise that highlights inequalities."

They also have developed a rubric for evaluation those statements:

http://facultydiversity.ucsd.edu/recruitment/C2D%20Guidelines_UCOP.pdf