

Writing Diversity Statements

An IBIS Workshop

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Welcome!

About Me

Husky at Heart

PhD loading...

Interrogating Conservation in Puget Sound via Community- engaged
Science

Educator & Joy- Dealer

You've gotta find joy before you can do the hard work

About You

If you could pick up a walk-up song, what would it be?

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- ▶ Least clear and most misunderstood piece of the package

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- ▶ 2018 UC system made the statements mandatory for tenure-track position applications

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- ▶ 2025 it is often a requirement in non-tenure track applications, often optional

Purpose

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- ▶ Documentation method to include the unpaid labor and often overlooked work of non-majority candidates

So, *what* is it actually?

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 - ▶ Service
- ▶ Another opportunity to stand out

What it is *not*

It is not

▶ About you

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- ▶ About you
 - ▶ Your identities

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 - ▶ Your privileges

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 - ▶ We are the World
 - ▶ Ideological pontification

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 - ▶ Philosophy in practice
 - ▶ Qualifications
 - ▶ Future contributions
- ▶ Research Statement highlights your
 - ▶ Direction and purpose of scientific inquiry
 - ▶ Funding capabilities
 - ▶ Collaborative potential and broader field contributions

Bow on the package

Why write one?

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- ▶ Showcases your understanding of 'DEI' beyond visible diversity
- ▶ Thematically present yourself as the complete package by weaving your narrative across all 3 statements

How to Write a Diversity Statement

Preparation | Things You'll Need

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- 3) Your CV

Process Step 1 of 5: Institution's MVV

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- 3) What feels genuine?
- 4) What's aspirational?

Process Step 2 of 5: Reflection

- 1) Identity/ Privilege Wheel inventory

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- 3) Knowledge of current research in pedagogy/ research/ student engagement

Process Step 3 of 5: Run the Stats

- 1) List SPECIFIC activities you've created/ participated in

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- 4) List SPECIFIC research process accommodations/ protocols/ etc. that you've created

Process Step 4 of 5: Synthesis

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- 1) What is sticking out to you?
- 2) Are you balanced across the 3 areas (research, teaching, service)
- 3) How are you feeling?

Process Step 5 of 5: Drafting the Statement

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- ▶ Tell a cohesive story with specific examples

Things to Keep in Mind

Pitfalls to Avoid

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- ▶ Trauma dumping to prove you've 'earned it'

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- ▶ Lack of specificity - theory is just an unpracticed thought in this regard
- ▶ Trying to make a dollar out of 15 cents - don't oversell or inflate your experiences

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 - ▶ Demonstrate what you’ve learned and how you can implement it.
 - ▶ Don’t let your beliefs around the *facts* to supersede the facts themselves
- ▶ Writing a positionality statement first

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- ▶ Don't waste space repeating yourself
- ▶ Get another set of eyes on that joint!

Wrapping it up

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- ▶ Connect this statement to your teaching and research statements for maximum impact

Resources

All content: github.com/ChrisMantegna/diversity_statements