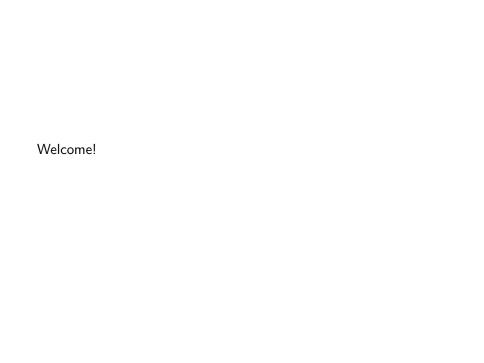
Writing Diversity Statements An IBIS Workshop

Chris Mantegna mantegna@uw.edu

April 25, 2025





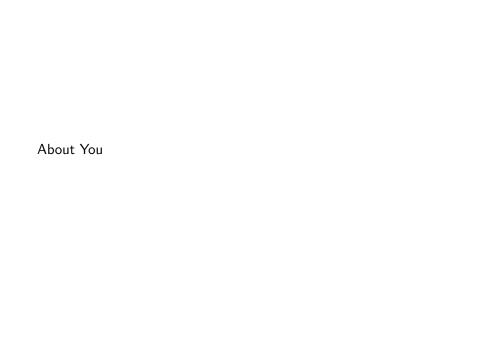
Husky at Heart

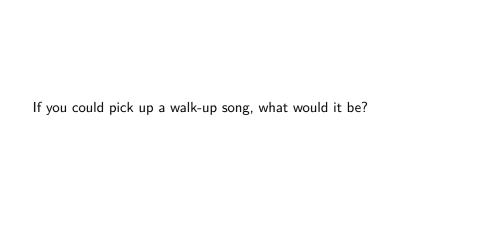
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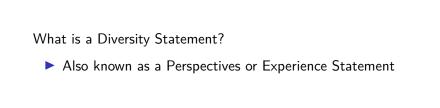
Interrogating Conservation in Puget Sound via Community- engaged Science

Educator & Joy- Dealer

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







What is a Diversity Statement?	
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▶ Also known as a Perspectives or Experience Statement

▶ One of three statements in an application package

What is a Diversity Statement?

- ► Also known as a Perspectives or Experience Statement
- One of three statements in an application package Least clear and most misunderstood piece of the package

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- ► Early 2010s Widely adopted by universities for faculty positions
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 - ➤ 2018 UC system made the statements mandatory for tenure-track position applications

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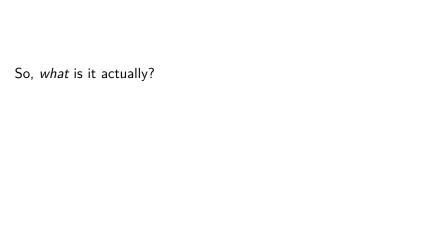
- ▶ 2020 Near complete adoption of the practice allegedly in response to the murder of George Floyd
 - 2022 UW rejected making the statement a requirement for tenure-track applications
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 - and Missouri 2025 it is often a requirement in non-tenure track applications, often optional

Purpose

► Academic search committees can gauge a candidate's 'fit' with the institution/ student body

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- Academic search committees can gauge a candidate's 'fit' with the institution/ student body
 - Documentation method to include the unpaid labor and often overlooked work of non-majority candidates



► Fundamental demonstration of your values, commitments and capabilities in an academic position

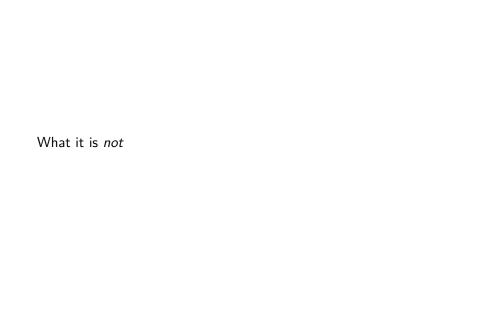
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 - Research
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- Another opportunity to stand out



► About you

- ► About you
 - ► Your identities

- ► About you
 - Your identities
 - ► Your privileges

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- ▶ Not a chance to medal in the Oppression Olympics

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 - Ideological pontification

► Teaching Statement highlights your

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 - ▶ Philosophy in practice

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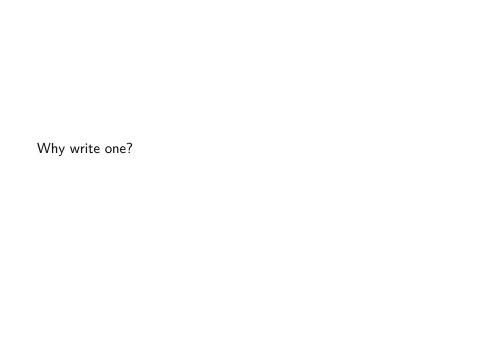
Philosophy in practice

Future contributions

- Qualifications
- Research Statement highlights your

 - Direction and purpose of scientific inquiry
 - Funding capabilities
 - Collaborative potential and broader field contributions



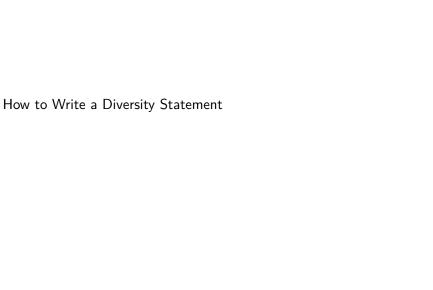


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- Opportunity to expand on what you've written in your teaching & research statements
- $\,\blacktriangleright\,$ Showcases your understanding of 'DEI' beyond visible diversity
- ► Thematically present yourself as the complete package by weaving your narrative across all 3 statements



Preparation | Things You'll Need

1) Institution's MVV

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2) Writing Tool/ Laptop

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- 1) Institution's MVV
- 2) Writing Tool/ Laptop
- 3) Your CV

1) What resonates?

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- 2) What's itchy?

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- 3) What feels genuine?

- 1) What resonates?
- 2) What's itchy?
- 3) What feels genuine?
- 4) What's aspirational?

Process Step 2 of 5: Reflection

1) Identity/ Privilege Wheel inventory

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- 2) Values + Teaching Philosophy Alignment

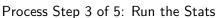
Process Step 2 of 5: Reflection

- 1) Identity/ Privilege Wheel inventory
- 2) Values + Teaching Philosophy Alignment
- 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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- 2) List SPECIFIC organizations you've created/ participated in

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Process Step 3 of 5: Run the Stats

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

Process Step 4 of 5: Synthesis

1) What is sticking out to you?

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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

► Framing here is key

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- ► Reinforce how you and your work align with the institution's MVV

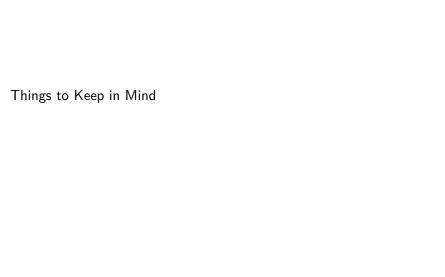
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- ► Hook your reader personal anecdote
- ► Tell a cohesive story with specific examples



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- ► Self depreciation due to your privilege *or*
- ► Trauma dumping to prove you've 'earned it'

► False equivalencies - hyperbole and rhetoric are not useful tools

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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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- Writing a positionality statement first

easier to visualize

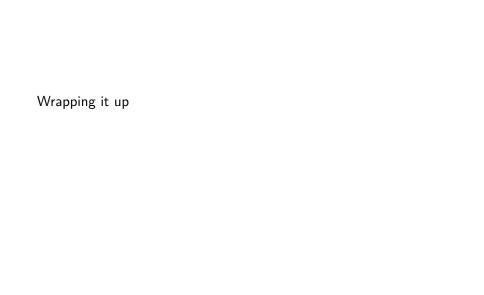
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- ► Storyboarding or concept mapping your package makes this easier to visualize
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- ▶ Don't waste space repeating yourself
- Get another set of eyes on that joint!



Reminders

▶ Remember, it is not who you are, but what you can do

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- ▶ Remember, it is not who you are, but what you can do
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- ► Connect this statement to your teaching and research statements for maximum impact

Resources
All content: github.com/ChrisMantegna/diversity_statements