



Creating Diversity Statements & Prep for Interviews

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Defining DEIAB

D for diversity

I for inclusion

B for belonging

A for access

E for [social] equity

Important for showcasing understanding and to help direct your narrative.

Diversity Statements

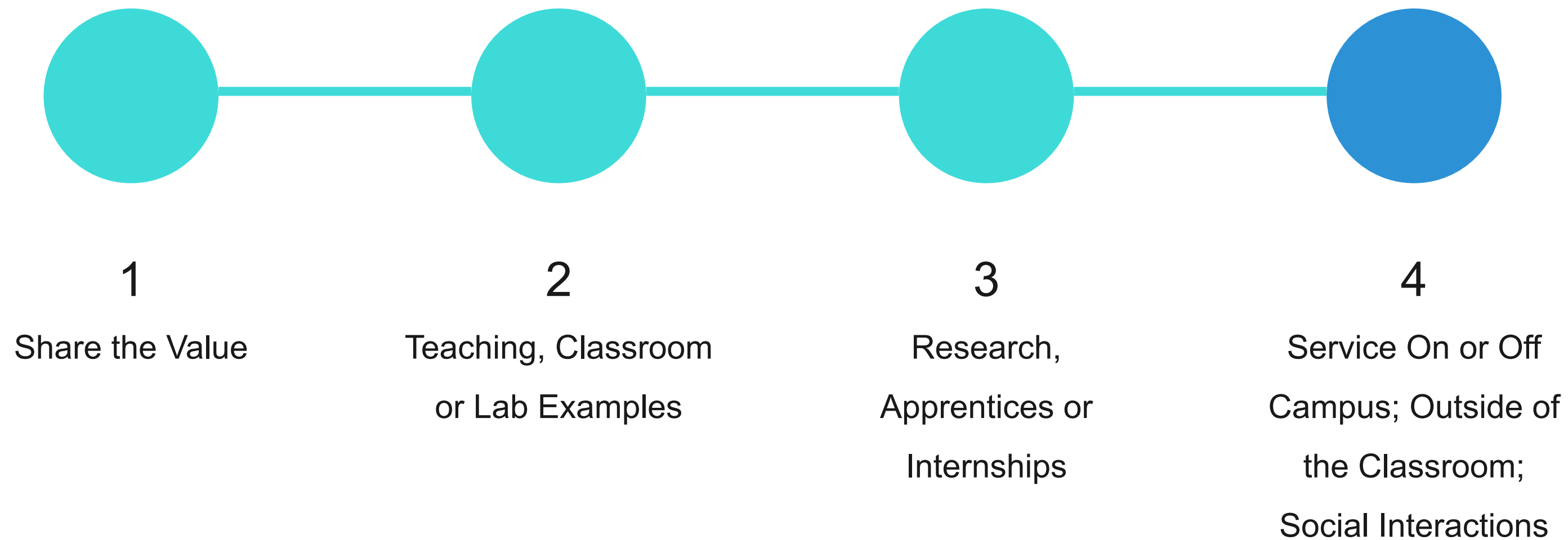
Definition: Statements are a writing sample that explains your interest and knowledge of and experience with DEIAB.

Purpose:

- To assess whether an applicant can articulate an institutional value.
- To determine whether applicant has self awareness and personal or professional growth around diversity and its impact on decision making, behavior and practices.
- To provide insight into opportunities for professional development.
- To conduct preliminary assessment on preventing harm on fellow employees or students.

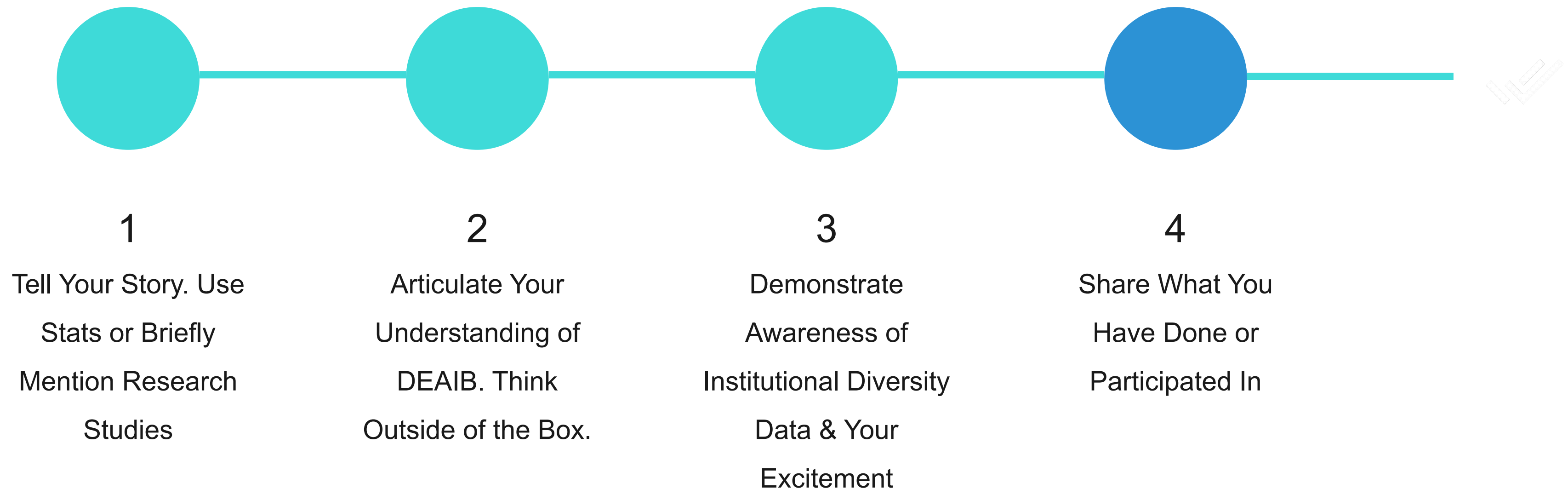
Diversity Statement Outline: General Areas of Focus

What goes into a diversity statement?



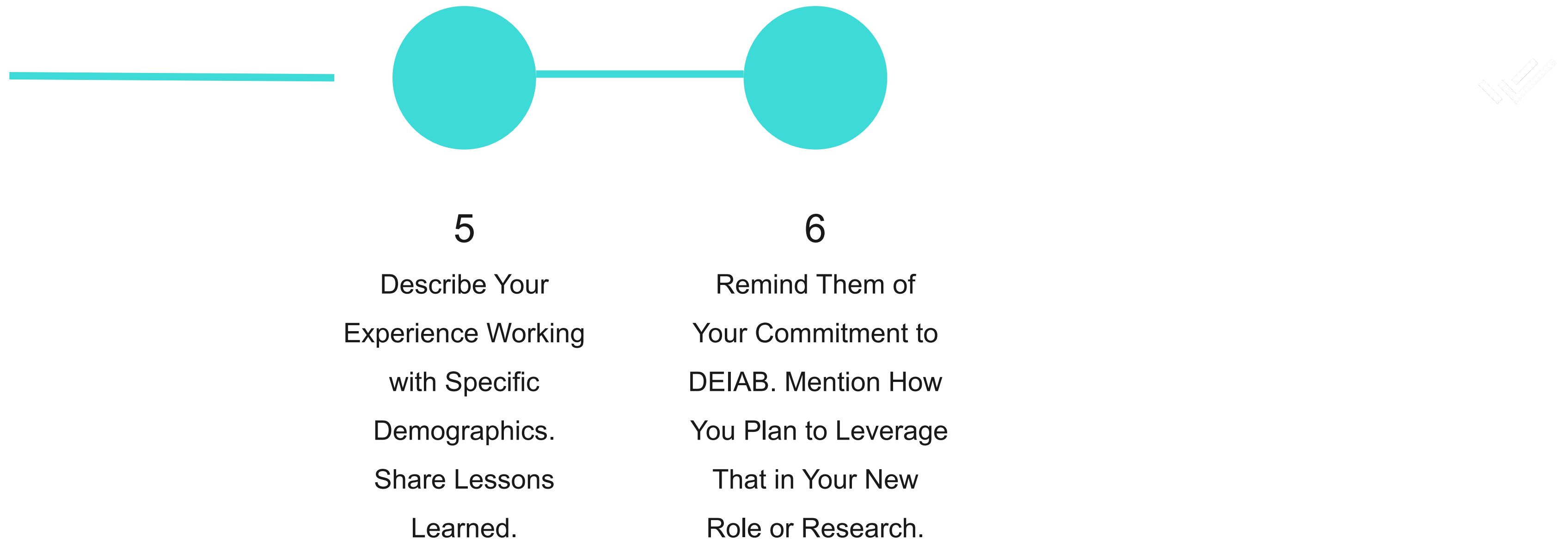
Diversity Statement Outline: Another Way

What goes into a diversity statement?



Diversity Statement Outline: Another Way

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Diversity Statement Rubric

A Model

Level 1	Level 2	Level 3	Level 4
Struggles to provide a clear definition of diversity or its value	Didn't play an active role and/or engages in superficial personal encounters	Demonstrates competency not expertise in terms of application or relevance to their work	Has managed diversity-related conflict effectively
Communicates that they do not value it	Doesn't actively seek out opportunities to engage in this work.	Goes beyond 1-on-1 experiences and actively participates in diversity efforts with others	Has held departmental, divisional or institutional wide leadership roles
	Seems to only view it through their personal lens or individual experience	Incorporates diversity principles into core job responsibilities	Speaks to the benefits of diversity for learners and workers
			Complex understanding of the role diversity plays at multiple levels or spaces

How To Gain Experience in DEAIIB

- Think about Your Culture Wealth.
 - What unique cultural insight or skills have you gained?
- Reflect on Uncomfortable Learning Moments
- Connecting to Classroom Assignments or Discussions
- Attending Events On or Off Campus

Individual Work

- Review the samples.
- Write a draft or outline.
- Next, get feedback from a peer. Dr. Taj will roam around.

Preparing for Diversity Related Interview Questions

Group Work