

# The Diversity Statement

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# Agenda:

- What is a diversity statement
- When might I need one
- How do I write about diversity





# What is a diversity statement?

- Sometimes also referred to as a description of your “contributions to diversity”
- Describes how you will contribute to advancing diversity and related concerns through your research, teaching, and/or service



# What It Is Not

- Necessarily focused only on teaching and classroom experiences
- Mere description of observed differences across individuals and groups
- Story of your own difference
- Personal philosophy of diversity



# Unless...

Can be tied to your teaching, research, or service using concrete examples

- Not: “I love people of all backgrounds”
- But: “Since students have a variety of learning styles, I use a mix of classroom activities and assignments like...”



# Personal Stories: I'm Diverse

- Not: “I am from an underrepresented group so I understand the need for diversity”
- But: “My experience as a member of an underrepresented group has helped me build a toolkit for mentoring students who face similar challenges based on their identity”



# Personal Stories: Not Diverse

- Not: “I grew up in a homogeneous neighborhood, so I am not experienced with diversity”
- But: “Because I had little experience with cultures outside of my own, I seek opportunities to learn from others with different perspectives on a variety of topics”





# Questions ?



# When Might I Need It

In application to:

- Faculty positions of all types
- Fellowships, grants, and other awards
- Promotion to tenure



# The Explicit Ask

- As a separate statement, typically a personal statement “reflecting on contributions to diversity” or a “diversity statement”
- As part of the statement of teaching philosophy, “reflecting on teaching diverse students”



# The Implicit Ask

indicates who possess the ability to teach born world and United States history. familiarity with aspects of digital humanities as related to pedagogy and teacher. Since this position requires working with a broad group of history educators, a commitment to participating in the university's community engagement initiatives. demonstrated intercultural competence with diverse groups in teaching, research, and service.

le a C.V., letter of interest, writing sample, three letters of recommendation, and a completed application, available at [facultyopportunities/applicationforms.html](http://facultyopportunities/applicationforms.html). The letter of interest must address teaching approaches, experience in K-12 history education, as well as research

Assistant Professor, Department of Political Science  
Dyson College of Arts and Sciences  
Pace University

The Department of Political Science within the Dyson College of Arts and Sciences at Pace University invites applications for an anticipated faculty position at the (tenure-track) to begin September, 2016. The position is located at the University's New York City campus in lower Manhattan.

Applicants should have an earned Ph.D. or the equivalent in Political Science or related field. Preference will be given to candidates having graduate training and quantitative methods, and whose interests engage questions linked to community-based activism, advocacy organizations, and/or social justice issues.

Submit application at <http://apply.interfolio.com/32770> with cover letter, curriculum vitae, statement of teaching and research (published article or dissertation chapter), and three confidential letters of recommendation. Review of applications will begin D

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located in one of the largest binational communities in the world, The University of Texas at El Paso is unique among research institutions. UTEP enrolls more than 23,000 students, a majority of whom are Hispanic and many who are the first in their families to attend college. Ranked among the Top 10 universities in the nation by Washington Monthly magazine and for improving student social mobility, UTEP is dedicated to becoming the first national research university serving a 21st-century student demographic.



# No Ask

- What are neighboring communities like, relative to institution
- What is the demographic composition of the student body
- Is diversity explicitly noted in institution's mission or values statement
- Part of your own scholarly identity





# Questions ?



# How Do I Begin?

## Articulate

- What is your own philosophy or values regarding diversity and higher education?
- Was there a significant event or moment in your life when your awareness regarding inequality and difference was enhanced?



# What Comes Next?

Brainstorm: in what ways have you sought or might you seek to advance equity, access, inclusion through

- Teaching
- Research
- Service



# Describe the Context

- Who: beneficiaries, partners, and how did you engage them
- What: overall approach, your role
- Where did you do this work?
- How was the work carried out?
- Why was the work important?
- What were the outcomes?



# Consider the Institution

- What are its stated values regarding diversity
- Whom does it serve and what is indicated about the climate
- What kinds of activities does the institution carry out already





# Let's Practice!

- **Pair up**
- **Interview each other using worksheet provided**
- **Draft!**



# Special Considerations For:

- Cover letter
- Teaching Statement
- Separate diversity statement, or personal statement reflecting on diversity



# Cover Letter

- Highlight your fit with the institution and its mission
- Use the last paragraph to connect your research and teaching to issues of diversity and inclusion, or other aspects of the institution's mission
  - local community, outreach and service opportunities, student body
- Don't overstate the connection/fit by listing teaching strategies, outreach ideas, etc. but instead connect these commitments with concrete examples or motivations that link to things you've done/experiences you've had



# Teaching Statement

- Articulate your general approach to the classroom combined with concrete strategies/activities
- Diversity in the classroom means:
  - knowing your students
  - addressing their individual needs
  - creating an inclusive environment where all students can learn
- What are some ways that you achieve these goals? [Office hours, particular assignments or activities, establishing shared space]



# Separate Statement

- One page, single spaced (unless otherwise specified)
- Name, [statement on diversity/ personal statement], centered at top
- .7" to 1" margins all around
- 11-12pt font (not Times New Roman)





# Separate Statement

- First-person
- Introduction, example(s) of how principles applied in practice, conclusion
- Self-reflective



# Thank you!

## Questions?

- *Celinacn@uchicago.edu*
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# For appointments: Gradcareers.uchicago.edu

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