

Diversity Statements

Tips for Assessing a Diversity Statement

In addition to traditional teaching philosophies and research interest statements, faculty job postings are increasingly asking for candidates to submit a diversity statement and/or evidence of their work to advance diversity, equity and inclusion. The purpose of a statement is to identify individuals who have professional skills, experience and/or willingness to engage in activities that will contribute to UNMC's diversity, equity and inclusion efforts.

While search committees may decide to require applicants to submit a diversity statement with their applications, many do not know how to properly assess them.

Below are helpful tips for assessing a diversity statement:



CREATE METRICS

Include specific diversity metrics within the candidate assessment rubric or create a separate diversity-focused rubric when evaluating candidates.

- See rubric example from [University of California-Berkeley](https://www.universityofcalifornia.edu/berkeley)



FIND THE STORY

Pay attention to candidate's reliance on generalities and cliches. Are their statements heavily generalized or do they cite detailed personal experiences?



EXAMINE THE TIMELINE

Notice the candidate's level of commitment – how long have they been involved in these types of opportunities, activities or organizations?



RATE CURRENT KNOWLEDGE

Evaluate the candidate's knowledge of diversity, equity and inclusion.

- Does the candidate seem aware of the inequities and challenges faced by historically underrepresented groups and the negative effects of underutilization?



LOOK BACK

Take note of the candidate's track record for advancing diversity, equity and inclusion efforts.

- Does the candidate demonstrate involvement in activities and organizations that aim to reduce barriers in education or research for underrepresented groups?



LOOK FORWARD

Consider the candidate's future plans for diversity, equity and inclusion.

- Does the candidate detail specific plans to contribute to DEI efforts by participating in existing campus programs, launching new initiatives, or through national/off-campus organizations?