

Diversity Statement Guiding Questions

The below questions are designed to help you explore topics you may cover in your diversity statement. You are not expected to have an answer to each of these questions or cover all the topics in your statement. However, your statement should demonstrate knowledge of issues related to diversity, equity, inclusion, and belonging (DEIB) and actionable steps to contribute to advancing DEIB in your academic field and prospective institutions. Writing your diversity statement will require personal reflection and research on the institutions you are applying to. The statement should be specific and provide past and current contributions to advancing DEIB. It should also outline your future DEIB plans as a faculty member.

Understanding of Diversity, Equity, Inclusion, and Belonging (DEIB)

- What is your understanding of DEIB? Why is it important?
- What are the barriers (interpersonal and systemic) to access in your field?
- What is your role as a faculty member in addressing those barriers?
- What steps have you taken and will take to increase your knowledge of DEIB?
- What is your understanding of your own identity and how does that influence your work?

Research and Scholarship

- Does your research directly address issues of DEIB? If so, how?
- Do you plan to incorporate DEIB into your research agenda?
- Does your research address issues specific to marginalized groups? If so, describe the connection.
- Have you shared your research in a public facing way to increase access to scholarship in your field?
- Has your scholarship involved collaboration with minority serving institutions?
- Can you build diversity goals and initiatives into grants you plan to apply for? (e.g., diversity supplement grants through NSF, broadening participation grant requirements, university level grant funding, etc.)

Retention/Mentorship/Advising

- Have you worked with any students in a mentorship or advisory capacity who are from marginalized groups? If so, how did you help them identify and overcome barriers to success? Think about your experience with research mentorship, teaching or tutoring, academic advising, and community mentorship.
- If you plan to work with undergraduates and/or graduate students in your future role, what efforts will you make to recruit and retain students from marginalized and underrepresented groups?
- How do you approach mentoring? How will take student identities and experiences into consideration?
- What are thoughts on how inclusive mentoring and advising can impact DEIB?

Teaching/Pedagogy

- How do you plan to teach a diverse student body? This includes race, ethnicity, and SES, religion, academic preparedness, disability, gender expression, or first generation status.
- How does your approach to course design consider considerations of diversity? (e.g., assessments, preventing bias in grading, diversifying course content, inclusive pedagogy, using inclusive language in the syllabus and classroom, or utilizing student feedback to improve classroom culture or tone)
- How do you create a welcoming and inclusive classroom environment?
- How does your approach to teaching account for positionality, power, and/or diversity? How will you foster student engagement? Provide specific examples.
- Will you incorporate discussions related to DEIB in the classroom? If so, how? Describe the impact of doing so on student learning and engagement.
- How do you ensure that your course readings and sources reflect diverse perspectives? Have you had any experience diversifying/decolonizing content for your courses, and if so, what has been the impact on student learning?

Recruitment

- Have you attended recruitment trips to conferences and minority serving institutions?
- Have you worked with K-12 outreach programs designed to increase the number of women and underrepresented minorities pursuing degrees in STEM fields?
- Do you participate in outreach to K-12 schools, non-profits, or undergraduate students from diverse populations?
- Do you attend conferences related to diversity in STEM to network with professionals from diverse backgrounds?

Service

- Have you participated in any service activities (e.g., university committees, symposiums, workshops, taskforces, volunteer work in the community) whose goals relate to diversity, inclusion, and equity? If so, describe your experience. What did you accomplish? What did you learn? What skills did you build in the process?
- If you have engaged in diversity-related service, how will you incorporate your experience into the job for which you are applying?
- What DEIB initiatives currently exist at the prospective institution that you plan to contribute to or could expand? Name specific offices or programs you would like to work with.

Sources:

Developing and Writing a Diversity Statement
 Sara L. Beck, CFT Graduate Teaching Fellow
 Vanderbilt University
 Berkeley Office for Faculty Equity & Welfare