

Diversity Statement Workshop

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Diversity

What is it?

Who does it include?

Diversity Statement Purpose

- To give the hiring committee some idea of who you are
- To show you know something about the institution you plan to enter and that you are a good fit
- To gauge your understanding of 'diversity' and what it means in education and/or the workplace

Diversity Statement Content

- What is diversity (in your opinion)?
- What does it mean to you?
- How do you walk the walk?
 - Give personal examples, describe experiences
 - Type of experiences (many, continuous)
 - Keep institutional mission in mind
- Be clear about your values

Common Mistakes

- Rehashing your cover letter, CV, or transcripts
- Not taking the time to really think about the concept (confusing diversity with equality)
- Using several quotations
- Using a quote that doesn't fit with everything else you're saying
- Not understanding the organization's view of diversity
- Not providing examples or providing inappropriate examples
- Making negative or condescending remarks

Tone of the Diversity Statement

You should come across as:

- Reasonably knowledgeable, flexible
 - Show you understand the benefits of a diverse workforce
- Collegial
- Humble (still learning)
- Positive

Organizing the Statement

- **Hook (Tell your story!)**
- **Remember to use examples**
 - **Show me**
- **Demonstrate commitment to diversity**
- **Understanding of institutional mission, vision, values**

Organizing the Statement

If you are writing a diversity statement for an academic fellowship:

- **Examples are still important**
 - **Focus on examples that relate to the academic environment such as**
 - **How you mentor under-represented students**
 - **What experiences you have had as a student that shape how you work with a diverse group of student now**
- **Research both the institution where you will work and the funding institution (if different)**

Diversity Resources

Diversity, Inc

<http://diversityinc.com/>

University of Chicago

<http://diversity.uchicago.edu/>

University of Washington School of Nursing

<http://www.son.washington.edu/diversity/statement.asp>

Dreamwidth

<http://www.dreamwidth.org/legal/diversity>

DeAnza College Equity Office

<http://www.deanza.edu/equityoffice/>

London Deanery

<http://www.faculty.londondeanery.ac.uk/e-learning/diversity-equal-opportunities-and-human-rights/what-is-equality-and-diversity>