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
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