



Graduate Student Guide to Diversity Statements

A diversity statement offers an applicant an opportunity to share their knowledge, expertise, professional experiences, and commitment to supporting campus-wide diversity, equity, and inclusion (DEI) efforts. It will be read by faculty who are subject matter experts who deeply care and operationalize diversity, equity, and inclusion efforts, so it is essential should show genuine and authentic interest and effort in supporting, implementing, and upholding diversity values, practices, and policies. Your statement should address the three components of teaching, research, and service. Before starting your statement, research the key DEI in both your field and the higher education landscape at large, and critically reflect on your level of awareness and experience in DEI in the classroom and beyond.

Questions to Consider for a Diversity Statement:

- What are your experiences teaching, mentoring, and working with underrepresented or underserved students? Examples: Students of color, First Generation, LGBTQIA, English as a Second Language Learners, International Students, Students with Disabilities
- Does your research confront diversity, equity, and inclusion issues in your field?
- What is your awareness of structural and systemic inequities in your field?
- What is your awareness of the systemic and structural inequities and issues in higher education and communities at large that impact a student's lived experience and learning?
- Do you plan to, or have you implemented antiracist pedagogy and universal design in your courses?
- What are your lived experiences contributing to your lens on diversity, equity, and inclusion (DEI) in campus life?
- How might your positionality impact or inform your ability to teach or mentor students from underrepresented or underserved groups?
- What potential barriers might you face in carrying out DEI values and practices in your classroom/mentoring relationships?

Structuring Your Statement

Start with a general diversity statement that showcases your knowledge, skills, and experiences operationalizing diversity, inclusion, and equity in your work, along with your own lived experiences that shaped your positionality. Once you have your general diversity statement polished, you can adapt it to each institution's prompt for your job search. You should adapt your diversity statement to align with each institution's mission, vision, and DEI goals.

Your Definition of Diversity

- Align with the institution's mission, vision and goals centered on inclusive excellence

Your Lived Experience

- Your positionality and how it framed your research, teaching, mentoring and service related to diversity, equity, and inclusion
- Examples of teaching, research, and service related to DEI

Your Future Goals

- Situate your research, teaching and service goals related to campus DEI initiatives and emerging scholarship related to DEI and the student experience in higher education



Additional Resources:

- Antiracist Pedagogy: [Antiracist Pedagogy Guide: Methods and Challenges](#), [Considerations for Antiracist Teaching](#)
- [Universal Design for Learning](#)
- [6 Examples of Redacted Diversity Statements \(UCSF\)](#)
- [Demystifying the Diversity Statement](#)
- [Penn State Diversity Statement for Academic Jobs](#)
- [Vanderbilt University's Center for Teaching Developing and Writing a Diversity Statement](#)
- Schmalig, K. B., Trevino, A. Y., Lind, J. R., Blume, A. W., & Baker, D. L. (2015). Diversity statements: How faculty applicants address diversity. *Journal of Diversity in Higher Education*, 8(4), 213-224. <http://dx.doi.org/10.1037/a0038549>
- Turns J., Linse A., VanDeGrift T., Eliot M. & Jones J., Lappenbusch S. (2006) Using diversity statements to promote engagement with diversity and teaching. *ASEE Annual Conference and Exposition, Conference Proceedings*. Retrieved from <https://pennstate.pure.elsevier.com/en/publications/using-diversity-statements-to-promote-engagement-with-diversity-a-2>