

Learning Commons

Academic Writing Center - Graduate Students



Writing a Diversity Statement for Academic Job Applications

Effective diversity statements communicate to hiring committees what is often left out of CVs and teaching philosophies: your commitment to fostering diversity in the classroom and campus community. Although there are not set rules for the genre, you should write in the first person and use specific examples from your own personal experience. Below you will find three themes often included in diversity statements, along with suggestions for what to include in each:

About You

- If applicable, explain how your experiences as part of an underrepresented group in your field has impacted you
- Demonstrate your understanding of issues facing underrepresented groups and efforts that can be made to work toward equity in education
- Explain how your personal experiences (e.g. overcoming obstacles, having privilege, etc.) have influenced you

Your Experience

- Provide specific examples of fostering diversity in your classroom
- Provide examples of experiences you have had working with underrepresented groups in education, and examples of working with students/colleagues who come from a background different from yours
- Describe participation in initiatives to work toward equity for underrepresented groups in education

Your Goals

- Demonstrate awareness of specific ways you can work toward diversity and inclusion at the institution where you are applying
- Provide examples of how you will incorporate diversity into your lesson plans for the courses you will be teaching
- Explain your plans to work for diversity and equity on campus and in the community

Further Resources:

"Applicant Diversity Statement in Faculty Search Process." *UCI ADVANCE Program for Equity and Diversity*. University of California, Irvine, n.d. Web. 20 July 2017.

Chatman Nelson, Celina, PhD. "Writing Effective Diversity Statements for the Job Market." *UChicago Grad*. University of Chicago, n.d. Web. 19 July 2017.

Golash-Boza, Tanya. "The Effective Diversity Statement." *Inside Higher Ed*. N.p., 10 June 2016. Web. 19 July 2017.

"Writing Your Diversity Statement." *Carnegie Mellon University Global Communication Center*. Carnegie Mellon University, n.d. Web. 19 July 2017.

Questions?

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