

What is a Diversity Statement?

Diversity statements are becoming an increasingly common aspect of university job applications. Though statement prompts vary, generally this is your opportunity for a candidate to demonstrate their commitment to diversity and equity work, whether in the classroom, lab or in other aspects of their life. Diversity statements are commonly misunderstood as an inquiry into the applicant's identity. It is not expected nor encouraged for an applicant to disclose their social group memberships unless they feel compelled to do so. Rather, the diversity statement invited reflection on current and future commitments to confronting and redressing racism, ableism, sexism, classism, heterosexism, or other systems of inequality.

If you are developing a diversity statement prompt, or developing a response to a diversity statement request and are unsure of where to begin, the following reflection questions may provide clarity:

1. What have you done in the past to advance diversity and equity work?
2. What beliefs and values drive your commitments for diversity and equity and inclusion?
3. What are specific examples or experiences that demonstrate your commitment to diversity equity and inclusion e.g., mentoring, service, inclusive teaching, community organizing, advocacy, or other efforts to redress inequality).
4. How have you gone beyond merely valuing or accepting difference and really worked for change?
5. How do you plan to continue and push your diversity, equity and inclusion work in this new role?