

Diversity Statement Draft

As part of broader efforts to support diversity and inclusion in higher education, many institutions now ask prospective faculty members to submit a Diversity Statement as part of their application packet. This GEDI assignment gives you the opportunity to develop such a statement, either for inclusion in your job applications, or simply as a reference point or guide for your professional development and contributions in this area. The point of this document is to demonstrate your understanding of the challenges facing underrepresented and disadvantaged groups in higher education and to describe how this knowledge informs your research, teaching and academic service.

As a relatively new element of the future faculty portfolio, the Diversity Statement is still somewhat in flux as a genre. There is no commonly agreed on formula for writing one. Nor is there a consensus about what such a statement should “sound like” or include. Over the next few years these things will become clearer, but in the meantime, we need to proceed knowing that we are shaping as well as responding to the imperatives for articulating how we as faculty contribute to a diverse, equitable and inclusive environment for ourselves and our students.

With this in mind, please begin by reading the guidelines posted on the website. You will note that the list includes techniques, checklists, and perspectives from a range of institutions. Familiarize yourself with them, and then use the approach that seems best suited to your situation.

Next week: bring a draft of your statement (1-2 pages) with you to class. It should be no more than two pages long. We will workshop the statements during class. Your Diversity Statement will be part of your final portfolio for the course (due at the end of the term).