

Diversity Statement Suggestions from Dr. Christian Matheis:

Organize your statement: Your statement should speak to any Research, Teaching, and Service/Outreach activities in which you have or will participate. You can certainly use other categories relevant to your long-term goals and pursuits.

Use subheadings: It helps readers if your statement uses subheadings, such as Research, Teaching, and Service/Outreach, as well as subheadings such as Principles, Values, Strategies, Priorities, Pedagogy, Mentoring, Objectives, etc.

Use lists and narratives: It may help to list items using bullet points and/or numbers, as well as to write narrative sentences.

Balance values/priorities, strategies, outcomes, and examples: For each section and subheading, try to write short paragraphs with one sentence focused on each of the following...

- 1) Values/Priorities: which values or priorities inform your strategies/actions?
- 2) Strategies: which strategies do you use to carry out your values?
- 3) Outcomes: which outcomes do you wish to achieve when using the value-driven strategies described above?
- 4) Examples: give an example or two to illustrate the approach described in 1, 2, and 3 above.

Keep sections brief: A reader will have an easier time following your statement if you keep it brief.

Search for examples, but do not plagiarize: Do conduct internet searches for sample diversity statements to help give you formats to mimic, but do not plagiarize the content. You can use the same organization, headings, themes, etc. you find in the examples as long as you write your own original content.