**Samples of Diversity Statement Assignments in the Application for Faculty:**

Colleges and universities are looking to increase their diversity and retention of students including underrepresented students. Hiring faculty members who understand their role in improving these outcomes may be one way to succeed in this regard, thus learning more about candidates and their work with/for underrepresented populations may help hiring committees gain a better understanding of their work on inclusive excellence and enchaining diversity and retention.

*Tips:*

* Diversity statement instructions in the posting can provide clarity with the statement includes a definition of diversity and inclusive excellence and/or goals defined by the hiring department.
* Providing expectations and examples of what can go into the statement may be helpful to the reader as well (although broad statements allow for academics to provide a response tailored to their research, teaching, and/or service experience and/or ability).
* Work with the committee to read diversity statements early in the search process
	+ This practice can promote a holistic evaluation of the candidate when application materials including the diversity statement are considered early on

*Sample Requests for Inclusive and Diversity Statements from Faculty Candidates:*

1. For the Diversity and Inclusion Statement, please include a 1-2 page statement on how your teaching, research and/or service demonstrate a commitment to diversity and inclusion; examples might include scholarly work, efforts to improve access to higher education for underrepresented individuals or groups, or other contributions to diverse communities.
2. Submit a statement (1-2 pages maximum) within your application demonstrating how your work would advance diversity, equity, and inclusion.
3. Explain how your teaching, research, mentoring, and/or service experience can bolster institutional efforts to improve diversity, equity, and inclusion.
4. Describe your beliefs and approaches to addressing systemic discrimination in the [insert field or discipline] field with regard to the history of this discipline and, based on your experience and/or ability, opportunities for shifting towards inclusive excellence based practices in the class/field/lab.