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

Colleges and universities are looking to increase their diversity and retention of students including underrepresented students. Hiring staff 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 Staff Candidates:*

1. Please submit a short essay (no more than 1 page) that addresses the following statement:  Our university recognizes that our mission is strengthened by contributions from varied perspectives. Describe what your commitment to diversity, equity, and inclusion looks like in practice, particularly as it pertains to the work of this position.

***Variation of this statement:***Please submit a short essay (no more than 1 page) that addresses the following statement: We are working towards a more socially just and supportive campus community. Describe what your commitment to diversity, equity, and inclusion looks like in practice, particularly as it pertains to the work of this position.

1. Please submit a short essay (no more than 1 page) on how your work experience demonstrates a commitment to diversity and inclusion. Examples might include what the role of a \_\_\_\_\_\_\_\_\_\_ is on a college campus, efforts to improve access to higher education for underrepresented individuals or groups, or other contributions to underrepresented communities.
2. Please submit a short essay (no more than 1 page) demonstrating how your work would advance diversity, equity, and inclusion within this department/division ***(and/or on the UCCS campus).***
3. Please submit a short essay (no more than 1 page) that explains how your skills and experience can bolster institutional efforts to improve diversity, equity, and inclusion.
4. Please submit a short essay (no more than 1 page) that describes your approaches to addressing systemic oppression in higher education and, based on your experiences and/or ability, opportunities for shifting towards inclusive excellence based practices on campus.