

Writing Effective Diversity Statements for the Academic Job Market

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AGENDA

- What is a diversity statement?
- When might you need one?
- What should it say?
- How is it written?
- Exercise: Where to begin?



Why all the fuss and why now?

Between 2003 and 2013:

- enrollment of students age 25 and over increased by 19 percent and is expected to exceed that for those under 25 from 2013 to 2024
- full-time male postbaccalaureate students increased by 24 percent, with 34 percent increase in the number of full-time female postbaccalaureate students
- enrollment of Hispanic, Asian/Pacific Islander, Black, and American Indian/Alaska Native has been increasing, with the percentage of White students falling from 84 percent to 59 percent (from 1976- to 2013)



Faculty Demographics

In 2011, of the full-time instructional faculty whose race/ethnicity was known:

American Indian/Alaska Native:

<1%

Hispanic:

4%

Black:

6%

Asian/Pacific Islander:

9%

White:

79%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90%

*US Department of Education, National Center for Education Statistics. (2014).
The Condition of Education: Characteristics of Postsecondary Faculty.*



What is a diversity statement?



What is a diversity statement?

Describes how diversity may affect:

- Your own learning and development, and how you interact with people and institutions
- Others' learning and development through your research, teaching, and service and leadership



When You Might Need It

In application to:

- Undergraduate and graduate admissions
- Fellowships, grants, and other awards
- Postdoctoral and faculty positions
- Promotion to tenure



When You Might Need It

andidates who possess the ability to teach both world and United States history. Familiarity with aspects of digital humanities as related to pedagogy and teacher. Since this position requires working with a broad group of history educators, a commitment to participating in the university's community engagement initiatives. Demonstrated intercultural competence with diverse groups in teaching, research, and service.

le a C.V., letter of interest, writing sample, three letters of recommendation, and a completed application, available at facultyopportunities/applicationforms.html. The letter of interest must address teaching approaches, experience in K-12 history education, as well as research

Assistant Professor, Department of Political Science
Dyson College of Arts and Sciences
Pace University

The Department of Political Science within the Dyson College of Arts and Sciences at Pace University invites applications for an anticipated faculty position at the (tenure-track) to begin September, 2016. The position is located at the University's New York City campus in lower Manhattan.

Applicants should have an earned Ph.D. or the equivalent in Political Science or related field. Preference will be given to candidates having graduate training and quantitative methods, and whose interests engage questions linked to community-based activism, advocacy organizations, and/or social justice issues.

Submit application at <http://apply.interfolio.com/32770> with cover letter, curriculum vitae, statement of teaching and research (published article or dissertation chapter), and three confidential letters of recommendation. Review of applications will begin D

Diversifying the student body, faculty, administration, staff and curriculum is at the heart of our mission and vision for Smith. accommodation in the application process for individuals with disabilities and encourage applicants to request needed accommodations including, but not limited to: age, ethnicity, gender, gender identity, national origin, race, religions, sexual orientation, and ve

located in one of the largest binational communities in the world, The University of Texas at El Paso is unique among research institutions. UTEP enrolls more than 23,000 students, a majority of whom are Hispanic and many who are the first in their families to attend college. Ranked among the Top 10 universities in the nation by Washington Monthly magazine and for improving student social mobility, UTEP is dedicated to becoming the first national research university serving a 21st-century student demographic.



Questions?



What It Should Say

Something about:

- Who you are
- Where you have been and what you have done
- The institution to which applying
- Other people in that context
- What connects these pieces



What It Should Say

My experience as a member of an underrepresented group has helped me build a toolkit for mentoring others who face similar challenges based on their identity



What It Should Say

[Because I had little experience with cultures outside of my own,] I seek opportunities to learn from others with different perspectives on a variety of topics



What It Should Not Say

I love people of
all backgrounds



I am diverse so
why do I need to
talk about this



How to Write It

If this was a standard essay:

- What do you think of when you encounter the term “diversity” and similar concepts?
- Can you articulate your personal philosophy on diversity?
- Why is diversity important in higher education?



How to Write It

Tell a story

- First-person
- Self-reflective
- Concrete, specific examples



Academic Job Applications

- Make explicit connections between your research and teaching and diversity, such as benefits to your students and/or the local community
- Diversity in the classroom means:
 - knowing your students
 - addressing their individual needs
 - creating an inclusive environment where all students can best learn



Getting started:

- Pair up
- Interview each other using front side of worksheet provided



Reflect and Debrief

- What was difficult?
- What was surprising?



Homework

- Peruse examples of diversity statement prompts
- Review responses on worksheet
- Use reverse side of worksheet to draft a statement



What questions do you still have?



Thank you!

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