

Best Practice for Diverse Hiring Require Candidates to Submit a Diversity Statement*

Value: The diversity statement requirement signals to candidates that diversity is important to the unit and university. In addition to the critical role of considering the knowledge, skills, and abilities, diversity statements also give the search committee the opportunity to assess whether the candidate's commitment to diversity aligns with the unit and university's mission to foster a diverse and inclusive environment.

Example #1 (faculty): "St. Mary's College of Maryland (public liberal arts college, faculty posting in Psychology): Applicants should submit a statement **explaining how their teaching at the College will contribute to a culture of inclusion and campus diversity.**"

Example #2 (faculty): "Denison University (private liberal arts university in Ohio, faculty posting in Anthropology): **A description of how the applicant would contribute to the development of a diverse and inclusive learning community at Denison through her/his teaching, research, and/or service.**"

Example #3 (EHRA non-faculty): "Utica College (Admissions Counselor posting): **All positions at Utica College support the College's mission and values in part by being active members of an inclusive environment. Please describe in your diversity statement how you would see yourself incorporating this into this role.**"

Example #4 (faculty): Please submit a description of examples of the applicant's past and potential contributions to diversity through research, graduate student training and/or teaching, including how his/her professional plans support our commitment to diversity and inclusion.

Example #5 (any position): Briefly describe the applicant's past efforts and future plans to advance diversity, equity, and inclusion.

Example #6 (any position): Please submit a statement describing your experience and vision for mentoring underrepresented minority students.

How to Incorporate Diversity Statements into Hiring Process:

- Read diversity statements first when reviewing applicant materials.
 - "The University of California found it results in higher numbers of traditionally underrepresented candidates succeeding at each stage of the hiring process."
 - However, keep in mind the size of the applicant pool. For larger pools, it may be time efficient to save the diversity statement review for the end of the search process.
- Develop the question(s) to be considered by the search committee when reviewing each diversity statement. Questions do not need to be long (could be one question). Example Questions:
 - Does the candidate's commitment to diversity align with the unit/university's commitment to diversity?
 - Does the candidate's past contributions to diversity align with the unit/university's commitment to diversity?
 - Can the candidate's commitment to diversity further the unit/university's commitment?
 - Did the candidate's statement address a willingness to contribute to diversity and inclusion at ECU through their research, teaching, and/or service?

*** NOTE:** Postings for SHRA/CSS positions must only require applicants complete an ECU application. Units may request a diversity statement as part of the application package as a preference.

Instilling Equity and Inclusion in Departmental Practices: Guiding Faculty Recruitment and Retention, EAB - 2018 (p. 24-26).

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