

Writing a Diversity, Equity, & Inclusion (DEI) Statement

Mascha N. Gemein, mngemein@arizona.edu

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Honoring the Land and its Peoples



Big Picture: Inclusive Excellence

Association of American Colleges & Universities

<https://www.aacu.org/making-excellence-inclusive>

Diversity as a resource and asset with benefits for all; encompasses all areas of an institution

Key definitions:

- **DIVERSITY** (individual and group/social differences)
- **INCLUSION** (active, intentional, and ongoing engagement)
- **EQUITY** (creation of opportunities, equal access)
- **EQUITY-MINDEDNESS** (awareness, willingness to address equity)

From the UA Recruitment & Hiring Guide: Application Materials

“At some point during the search process, candidates may be asked to provide additional application-related materials:

- descriptions of scholarship, teaching and work experience, and disciplinary background desired in the position;
- a letter of application, curriculum vitae, and other pertinent materials, such as copies of articles, samples of course syllabi, and letters of reference; and
- **a personal statement describing the candidate’s experience in working with diverse students, diversifying a department, or demonstrating success in increasing a sense of academic inclusiveness.”**

Source URL: <https://hr.arizona.edu/supervisors/recruitment-hiring/guide-successful-searches#hdr-17>

Analyze the Job Posting

Is DEI mentioned? If yes, where?

- Is it listed as a required/minimum or preferred qualification?

How specific is the text?

What focus and perspective are shared?

How does this relate to institutional demographics and stated mission or values?

Is it in the U of California system? (DEI leadership)

Your Turn: Conceptualization

What are your experiences, knowledge, and attitudes about DEI?

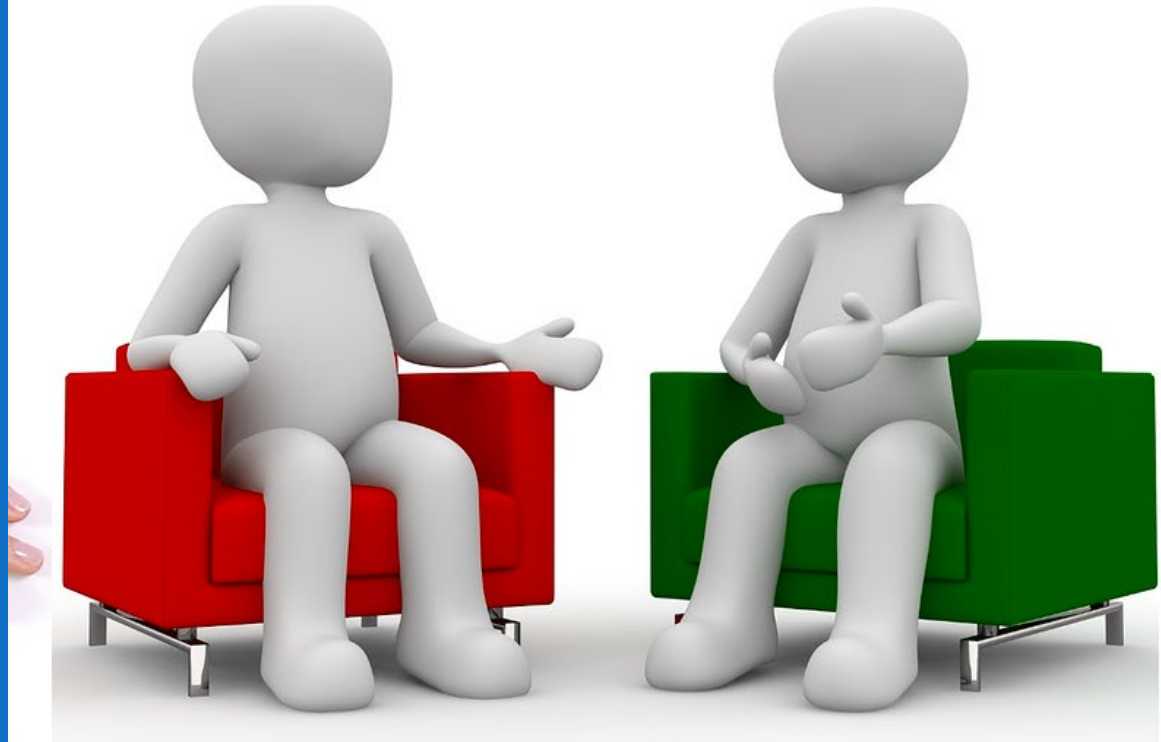
What are the core principles and goals regarding DEI in your professional life?



The DEI Statement Phenomenon:
New and barely studied...

Risks & Benefits

(see Chronicle of
Higher Education &
Inside Higher Ed)



Your Turn: Practice & Evidence

How do you enact these principles in your teaching/research/service?
What evidence do you have for this?

How do you engage with diverse students and colleagues? How do you help others succeed?

Analyses of Statements

Schmaling, K., Trevino, A., Lind, J., Blume, A., & Baker, D. (2015). Diversity Statements: How Faculty Applicants Address Diversity. *Journal of Diversity in Higher Education*, 8(4), 213-224.

Sylvester, C.-Y., Sánchez-Parkinson, L., Yettaw, M., & Chavous, T. (2019). The Promise of Diversity Statements: Insights and a Framework Developed from Faculty Applications. *Currents*, 1(1), 151-170.

Your Turn: Skill Building & Growth

How do you keep learning for your professional development around DEI?

How do you see yourself contributing in the future?

What to edit out

Vagueness about need for inclusion

Diary-approach: An aha-moment story

False equivalence between own experience and those of people with other identities

Tokenism: Using a student's or mentee's success as evidence for own DEI accomplishments

Savior approach: Being overly confident in one's expertise

Source: Hatcher, M., Ferrell Rodriguez, K., & Struve, L. 2021. DEI as Practice. POD Network Conference.

Institutional Context: Where to Look

Mission/vision statements and strategic plan

Demographics, e.g. UA Interactive Fact Book provides student, workforce, and faculty demographics

Designations (e.g., HSI), e.g., UA Institutional Capacity

Diversity information, e.g., UA Equity, Inclusion & Title IX (<http://diversity.arizona.edu/>)

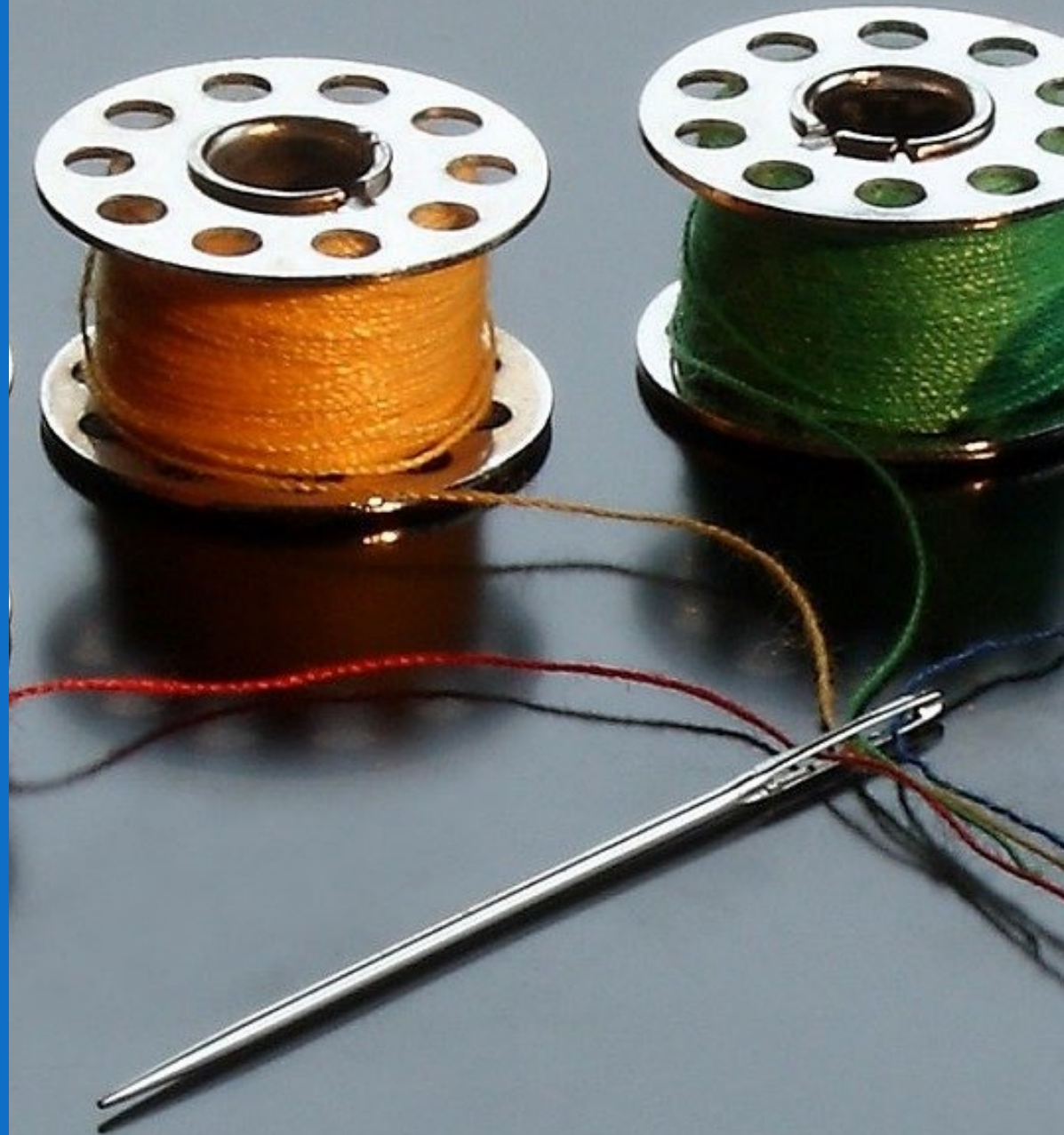
Offices or centers, e.g., UA Multicultural Engagement and Inclusion, Initiatives for Organizational Inclusion, DRC, etc.

General and institutional news, e.g. UA News, Arizona Daily Wildcat

Your Turn:

Mark some
emerging
themes in your
notes...

Are there some
threads you can
sew into a
story?



Your DEI Statement



Illustrates a definition and framework to diversity and inclusion



Conveys valuing of others (assets, wellbeing, success)



Offers specifics about own experience and practice



Is evidence-based and reflective (growth, potential)



Is aligned with the institution's mission and attuned to its needs



Is well written, clear, readable

Resources

Meizlish, D., & Kaplan, M. (2008). Valuing and Evaluating Teaching in Academic Hiring: A Multidisciplinary, Cross-Institutional Study. *The Journal of Higher Education (Columbus)*, 79(5), 489-512.

Schmaling, K.B., Trevino, A.Y., Lind, J.R., Blume, A.W., & Baker, D.L. (2015). Diversity Statements: How Faculty Applicants Address Diversity. *Journal of Diversity in Higher Education*, 8(4), 213-224.

Sylvester, C.-Y., Sánchez-Parkinson, L., Yettaw, M., & Chavous, T. (2019). The Promise of Diversity Statements: Insights and a Framework Developed from Faculty Applications. *Currents*, 1(1), 151-170.

Walsh, K., Pottmeyer, L., Hershock, C., & Meizlish, D. (2020). How is Teaching Effectiveness Assessed in Tenure-Track Hiring? Presentation at 2020 POD Network Conference.