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)
“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


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

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


