

DIVERSITY STATEMENT - Example of Ad Language and Evaluation of Statements

EXAMPLE of language used in job postings for faculty recruitments from University of California, Irvine:

“A separate statement that addresses past and/or potential contributions to diversity, equity and inclusion should also be included in the application materials”

EXAMPLE of Diversity Statement Evaluation Grid

Component	Scoring System 0 - 5	Candidate 1	Candidate 2	Candidate 3	Candidate 4	Candidate 5
Provides a statement of contributions to diversity	0 - 1					
Indicates awareness of inequities and challenges in education faced by historically underrepresented or economically disadvantaged groups, and the negative consequences of underutilization	0 - 1					
Demonstrates a track record and measure of success in activities (such as mentoring, teaching or outreach) that aim to reduce barriers in education or research for underrepresented or economically disadvantaged groups	0 - 2					
Specific plans to contribute through campus programs, new activities, or through national or off-campus organizations	0 - 1					

Examples: (5 = EXCELLENT) (1 = STATEMENT ONLY)

- Helps to identify candidates who have job skills, experience, and/or willingness to engage in diversity-type activities that could enhance campus diversity efforts.
- Promotes commitment to Equity, Diversity, and Inclusion in faculty culture.
- Underscores our public commitment to Equity, Diversity, and Inclusion.