

FIU Guidelines for Writing a Diversity Statement¹

Florida International University welcomes applicants to provide their own unique perspectives on their past, present, and future aspirations and contributions to promoting equity, inclusion, justice, and diversity in their professional careers. Such contributions can take many forms including working with members of communities or organizations or with university students, staff, or faculty, in the pursuit of increased equity, access, and inclusion for diverse peoples.

In evaluating Statements of Contributions to Diversity, Equity, and Inclusion, search committees often consider the applicant's:

- **Awareness** of inequities and challenges faced by underrepresented minority students and faculty.
- **Track record** (commensurate to career stage) of activities that reduce barriers in education or research for underrepresented minority students and faculty.
- **Vision and plans** for how their work will continue to contribute to FIU's mission to serve the needs of our diverse state and student population and create an inclusive campus.

Expectations of diversity-related experience are commensurate with an applicant's position/stage. Examples include (but are not limited to):

- Enriching the classroom environment through exposure to new perspectives on cultures, beliefs, practices, tolerance, acceptance, and a welcoming climate.
- Mentoring students from traditionally underrepresented groups to provide the guidance needed to help ensure their academic experience is a welcoming and positive one, to promote university resources when needed for retention, and to serve as transformative role models for those who may not yet understand their real potential in an academic environment.
- Outreach to members of student clubs, private organizations, or community groups whose mission includes service, education, or extending opportunity to disadvantaged people.
- Exposure to research opportunities for individuals historically excluded from disciplines on the basis of their gender or racial/ethnic identity.
- Service that promotes inclusion by striving to dismantle barriers to people historically excluded from the opportunities that all have a right to enjoy.
- Leadership in any capacity that tangibly promotes an environment where diversity is welcomed, fostered, and celebrated.
- Active recognition in your various professional roles of the challenges people may face when they are members of underrepresented groups, people of color, or women; or because of their religious, ethnic, or gender identities or orientation.
- Commitment to using a faculty position to open opportunities to women and underrepresented minority faculty or students.
- Establishing a pipeline in disciplines for students in traditionally underrepresented groups.
- Creation of programs that provide support to women and minority faculty or students.

Through your Diversity Statement, you can tell us how your past and present activities have shaped your perspectives. Feel free to include any ideas you have for future activities that will contribute to FIU's diversity and inclusion goals and let us know specifically how and when you would like to implement them in our University environment.

¹ Adapted from UC-Davis.