

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, and diversity in their professional careers. Our particular interest is in attracting faculty with an established record of success at mentoring African-American, Hispanic-American, and women students.

Some possible sources of evidence of effective mentoring

- **Commitment** to using a faculty position to open opportunities to women and underrepresented minority faculty or students.
- **Leadership** in any capacity that tangibly promotes an environment where diversity is welcomed, fostered, and celebrated.
- **Active Recognition** in your various faculty roles of the challenges members of society face when they are members of underrepresented groups, people of color, or women; or because of their religious, ethnic, or gender identities or orientation.
- **Creation** of programs that provide support to women and minority faculty.
- **Establishing** a pipeline in disciplines for students in traditionally underrepresented groups.
- **Enriching** the classroom environment through exposure to new perspectives on cultures, beliefs, practices, tolerance, acceptance, and a welcoming climate.
- **Exposure** to research opportunities for individuals historically excluded from disciplines on the basis of their gender or racial/ethnic identity.
- **Mentoring** students from traditionally underrepresented groups and at-risk students 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.
- **Service** that promotes inclusion by striving to dismantle barriers to people historically excluded from the opportunities that all have a right to enjoy.

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

¹Adapted from UC-Davis.

Diversity Statement Evaluation Grid (UC Irvine)

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.