

# Why DEI statements?

- "...the exercise of writing, reviewing, and committing to a statement of equity, diversity, and inclusion **can be instructive** to all members of the academic community, not only those who hold marginalized identities." [2]
- In fact, much of the work around service, mentoring, and research has been disproportionately shouldered by historically marginalized persons ("cultural taxation")
  - > DEI statements are a way **to claim credit** for past work performed
  - > DEI work should be **shared by all members** of the community; DEI statements encourage this

# What to include?

- **Define what DEI means** for you. Can either draw from own lived experiences or from challenges / injustices you have seen experienced by others. If you feel you don't have much on this front, can compensate by reading.
- Talk about **past work** and contributions, if any. Could include service, mentoring, teaching, outreach.
- Talk about **future plans**, be as concrete as possible.
- Learn about initiatives/challenges at the target institution and figure out how you could contribute
- **References** to literature/data to support any claims you make
- Show you made a sincere effort
- ...

# What to avoid?

- Overly general and vague statements
- “I have collaborated with / mentored xxx number of women”
- Propose generic things like “providing high quality mentoring” which are part of the baseline expectation for the position already
- ...

# Rubric

Evidence  
Ratings

Key Points of Calibration

**0- Poor**

**Discounts** IDEA: offensive content, lack of content, non-specific, examples are confused

**1- Limited**

**Vague:** displayed discomfort engaging in IDEA, boilerplate information, othering

**2- Mixed**

**Mixed:** General information, has components between ratings, passive examples

**3- Strong**

**Proven Engagement:** insightful knowledge, first-person impact, active examples

**4- Outstanding**

**Mastery:** multiple actions, impactful contributions, inspired, innovative

# Discussing an example (chatGPT)

As an applicant for a faculty position at this US university, I am thrilled to see the institution's strong commitment to diversity and inclusion. It is clear that these values are integral to the university's mission and culture, and I am eager to contribute to the ongoing efforts to build a more diverse and inclusive faculty.

I believe that a diverse and inclusive faculty is essential for achieving excellence in teaching, research, and service. I share the university's belief that diversity in all its forms enhances the academic experience of all students, fosters a more innovative scholarly community, and prepares graduates to thrive in an increasingly diverse and interconnected world.

Moreover, as an individual who values inclusivity, I am excited to see the university's commitment to creating a welcoming and supportive environment that celebrates differences and fosters a sense of belonging for all. I strongly believe that inclusivity is essential to creating a culture of collaboration and intellectual growth, and I look forward to contributing to this effort as a faculty member.

If given the opportunity to join the university's faculty, I am committed to promoting diversity, equity, and inclusion in my teaching, research, and service. I am eager to learn from ongoing training and professional development opportunities that support my growth as a teacher, scholar, and leader in creating a more inclusive academic community.

# Resources

- [1] Overview  
<https://ctl.utexas.edu/drafting-diversity-equity-and-inclusion-dei-statement>  
<https://www.brandeis.edu/diversity/programs-resources/dei-recruitment-hiring/writing-diversity-statements.html>
- [2] Argumentation in favor of DEI statements in hiring:  
<https://www.chronicle.com/article/in-defense-of-diversity-statements/>
- [3] Argumentation in against DEI statements in hiring:  
<https://www.chronicle.com/article/against-diversity-statements>
- [4] example rubric  
<https://www.brandeis.edu/diversity/programs-resources/dei-recruitment-hiring/evaluating-diversity-statements.html>
- [5] example interview questions  
<https://www.brandeis.edu/diversity/programs-resources/dei-recruitment-hiring/interviewing/interview-questions.html>
- [6] LBL guidance on how to evaluate DEI statements  
[https://docs.google.com/presentation/d/1PQ4AtfoDMg3H3rhdE6Tweeer7bOYH1sxxw9FuWul07a0w/edit#slide=id.gfbc0ce774f\\_0\\_0](https://docs.google.com/presentation/d/1PQ4AtfoDMg3H3rhdE6Tweeer7bOYH1sxxw9FuWul07a0w/edit#slide=id.gfbc0ce774f_0_0)