



Examples of how to request Diversity Statements in faculty job ads

Increasingly, units consider including a request for a Diversity Statement as a best practice. Below are three examples of this type of request included in UW faculty job ads.

1) Information School: "Diversity is a core value and foundational concept in the Information School. Catalyzing the power of diversity enriches all of us by exposing us to a range of ways to understand and engage with the world, identify challenges, and to discover, define and deliver solutions. The iSchool prepares professionals to work in an increasingly diverse and global society by promoting equity and justice for all individuals. We actively work to eliminate barriers and obstacles created by institutional discrimination. In your application, please describe your experiences with diversity in your research, teaching or service, and your potential to support the iSchool's commitment to diversity and to bring diversity to the information field. Discuss your potential to mentor and educate students who will serve diverse populations."

2) Education, UW Tacoma: "To apply please submit the following application materials to <https://academicjobsonline.org/ajo/jobs/6747>: a cover letter delineating your interests and qualifications, a description of research interests and teaching philosophy, curriculum vitae, three letters of reference, a list of three additional references, samples of current research or written work, and a statement detailing how your teaching, service and/or scholarship has supported the success of students from racial, ethnic, and gender backgrounds that are underrepresented in your academic field; applicants who have not yet had the opportunity for such experience should note how their work will further UW Tacoma's commitment to diversity and its mission as an urban serving university."

3) Mathematics: "The Department of Mathematics at the University of Washington is committed to fostering a diverse and inclusive academic community. (See <https://www.math.washington.edu/General/diversity.php>.) We encourage applications from individuals whose backgrounds or interests align with this commitment. Candidates are welcome to include a brief statement in this regard in their application."

Examples of how to embed diversity into other requested materials

An additional practice by units is to ask applicants to include information about their commitment to diversity and their diversity work in other requested materials. Below are three examples of this type of request in UW faculty job ads.

1) School of Environmental and Forest Sciences: “The University of Washington is building a culturally diverse workforce. The School of Environmental and Forest Sciences has a goal of creating a dedicated team of educators capable of enabling our students to successfully explore and interpret the rich array of disciplines and perspectives contained within the wildlife sciences. Thus, we are strongly seeking candidates whose research, teaching, and/or service have not only prepared them to fulfill our commitment to inclusion, but have also given them the confidence to fully engage audiences in higher education from a wide spectrum of backgrounds.

Applications should include a letter of application describing your expertise and experience in research and teaching, curriculum vitae, and contact information for three references. The letter should highlight how you integrate quantitative approaches into your work and include a brief statement on how your teaching, research and/or service demonstrate a commitment to diversity and inclusion through scholarship or by improving access to higher education for underrepresented individuals or groups.”

2) Marine and Environmental Affairs: “Applications should include the applicant's name in the subject line of the email. The following application materials should be attached: 1) curriculum vitae, 2) statement of research and teaching interests and philosophies, including experience with and commitment to diverse audiences and inclusive approaches (3 pages maximum), 3) three publications that best represent work relevant to the position, and 4) names and full contact information for three professional references. Items 1-4 should be merged into a single searchable PDF document attached to the email. Consideration of applications will begin immediately and continue until the position is filled. Priority will be given to applications received by December 1, 2015.”

3) English: “Candidates should demonstrate a sustained commitment to excellence in undergraduate and graduate teaching, scholarly research, departmental and college service, and student advising. As a public institution, the University of Washington seeks candidates committed to working with diverse student and community populations; therefore, applicants are encouraged to describe in their letter of intent how their scholarship, teaching, and service contribute to diverse communities. Applicants should have a Ph.D. degree, or foreign equivalent, by the start of the appointment. University of Washington faculty engage in teaching, research, and service. Please submit letter of application, C.V., dissertation abstract, teaching portfolio, three letters of recommendation, and writing sample via Interfolio (apply.interfolio.com/31415).”