

Sample Diversity Language

Diversity Language for Position Description

Diversity language is more effective when it is authentic than when it is merely copied. Truly compelling diversity statements are those which result from the concerted effort and introspection of a group of people, such as department faculty, hiring supervisors or a search committee. With that in mind, the following sample language is provided to help you think about these topics, NOT necessarily as a menu of options just to be copied. For it to be effective and useful the diversity language you choose should reflect the commitment of the University and or the College/School/Division/Department. The language should also be practical and meaningful for the position you are recruiting for and for the qualifications and experiences the candidates need to have.

About the University

- The University is engaged in building a culturally diverse educational environment.
- Each member of the university community contributes to the development and maintenance of a healthy and equitable working environment in which diversity is valued.
- The University is committed to building a culturally diverse and pluralistic faculty committed to teaching and working in a multicultural environment.

About the College/School/Division/Department

- The College/School/Division/Department is committed to enhancing the diversity of the university community and curriculum.
- The College/School/Division/Department is particularly interested in candidates who have experience working with students from diverse backgrounds and who have a demonstrated commitment to improving access to higher education for disadvantaged students.
- The College/School/Division/Department develops multi-culturally competent researchers, scholars, learning leaders, and practitioners who make a difference by promoting innovation, social justice, and lifelong learning with a focus on STEM and cultural and linguistic diversity.

- The College/School/Division/Department values a collaborative, interdisciplinary approach to research and to teaching learners of all ages and cultural and ethnic backgrounds.

About the Position

- Successful candidate will work strategically with diverse colleagues, students, and community members.
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- Position requires active engagement in learning and practicing principles of social justice and inclusion, both in the classroom and through co-curricular activities
- Position facilitates a work environment that encourages knowledge of, respect for, and development of skills to engage with those of other cultures or backgrounds.
- Successful teaching will foster a commitment to diversity as a learning outcome, because it enhances our education and provides tools to be culturally respectful, professionally competent, and civically responsible.

About the Qualifications for the position

- Demonstrated knowledge of effective strategies for working with diverse faculty, staff, and students.
- Successful candidates must be committed to working with diverse colleagues, students, and community members.
- Position requires active engagement in learning and practicing principles of social justice and inclusion
- Applicants should describe in their cover letters how their teaching, scholarship, and service will further the goal of building a culturally diverse educational environment.
- Applicants should describe how multicultural issues have influenced and/or been a part of their teaching, research, and/or outreach/service.
- Candidates should have a strong record of commitment to human and intellectual diversity.
- Candidates should describe previous experiences mentoring students and colleagues from underrepresented groups.
- Demonstrable commitment to promoting and enhancing diversity
- Demonstrated success teaching students from different backgrounds with diverse life experiences and learning styles.