Tips for Writing a Diversity Statement

The Department of Psychological Science values and is committed to fostering a climate that advances diversity, inclusivity, respect, and social justice. *Understanding individual and group differences, beliefs, values, and behaviors is core to the progress of psychological science.* We believe that diverse perspectives enhance our ability to meet our department's mission of teaching, mentorship, research, and service.

By diversity, we are referring to groups who have been historically underrepresented, disadvantaged, underprivileged, and/or marginalized along one or more social dimensions such as race, ethnicity, national origin, gender identity, socioeconomic background, religion, sexual orientation, or disability. Inclusion refers to fostering feelings of safety and belonging so that people from diverse backgrounds are empowered to participate as full and valued members of the University and community.

We are looking for applicants who demonstrate a commitment to diversity and inclusiveness, including the ability to mentor students from underrepresented backgrounds, consistent with our Department's Diversity Mission Statement.

What is a diversity statement?
Broadly, a diversity statement is a way for applicants to showcase their commitment to diversity and how they will promote diversity in their professional roles, including teaching, research, service, and mentorship. Specifically, this statement should focus on how the applicant has or plans to foster inclusiveness, contribute to an equitable scholarly community, and help students from diverse backgrounds succeed.

Questions to Consider while Writing a Diversity Statement
➢ What does diversity/inclusion mean to you?
➢ How has diversity been important to your professional roles and responsibilities?
➢ How have you promoted inclusion and diversity in your classes, teaching, service, and/or mentorship?
➢ How is diversity important to your research?
➢ How would you contribute to our mission of fostering a climate that advances diversity, inclusivity, respect, and social justice?

Other resources:
Golash-Boza, T. (2016). "The Effective Diversity Statement." Inside Higher Ed. Retrieved from
https://www.insidehighered.com/advice/2016/06/10/how-write-effective-diversity-statement-essay