

Diversity/Equity/Inclusion Statement Guidance

To further strengthen our commitment to hiring diverse individuals among the ranks of faculty and staff, the University requires that applicants for all full-time, regular faculty and full-time, regular staff positions at the director-level or above be required to submit a diversity, equity, and inclusion statement as part of their application materials. The purpose of the statement is to identify candidates who have the professional skills and/or relevant experience, and willingness to engage in activities that will advance institutional diversity, equity, and inclusion goals. This process is facilitated by the Office of Human Resources in collaboration with the Chief Diversity Officer through the University's Diversity and Equity Initiatives.

STAFF GUIDANCE

The DEI Statement for full-time, regular staff at the director-level or above should be a one-page document explaining the applicant's experiences with and commitments to diversity, equity, and inclusion with a focus on one or more of the following:

- Experiences working with diverse populations;
- Previous activities engaged in related to mentoring members of underrepresented groups in an inclusive working environment;
- Exploration of how, as a staff member, one might contribute to achieving goals outlined in the University's Strategic Diversity and Inclusion Plan;
- Exploration of how, as a staff member, one might contribute to working to build and sustain an equitable and inclusive work environment where diversity is celebrated and valued;
- Explanation of previous work and/or life experiences that would enable the applicant to assist in advancing the University's Strategic Diversity and Inclusion Plan.

FACULTY GUIDANCE

The DEI Statement for full-time, regular staff at the director-level or above should be a one-page document explaining the applicant's experiences with and commitments to diversity, equity, and inclusion with a focus on one or more of the following:

- Experiences working with diverse populations;
- Explanation of how your teaching philosophy aligns with and will contribute to a culture of inclusion on campus;
- Exploration of how, as a faculty member, one might contribute to achieving goals outlined in the University's Strategic Diversity and Inclusion Plan;
- Explanation of how one may incorporate diversity and inclusion into teaching, research, and service;
- Explanation of previous work and/or life experiences that would enable the applicant to assist in advancing the University's Strategic Diversity and Inclusion Plan.

Diversity & Equity Initiatives Website



UNA's Strategic Diversity & Inclusion Plan

