



UNIVERSITY *of* NORTH ALABAMA

Diversity, Equity, & Inclusion Statement: Guidance for Staff Applicants

To further strengthen UNA's commitment to hiring diverse individuals among the ranks of faculty and staff, the Division of Diversity, Equity, and Inclusion has proposed 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 and equity goals. This process is facilitated by the Office of Human Resources in collaboration with the Division of Diversity, Equity, and Inclusion. Accordingly, guidelines and resources related to the required statements have been developed and posted on the appropriate university website(s).

The diversity/equity/inclusion statement for staff applicants for full-time, regular staff positions 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](#).