



UCI ADVANCE Program • FOR EQUITY & DIVERSITY

APPLICANT DIVERSITY STATEMENT IN FACULTY SEARCH PROCESS

FREQUENTLY ASKED QUESTIONS

1) How does University of California define “diversity?”

A: The academic senate adopted in 2009 the following broad definition of diversity:

***Diversity** - defining features of California past, present and future - refers to a variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, socioeconomic status, geographic region and more.*

2) Why does UC Irvine expect a diversity statement from applicants for faculty positions?

A: UC Irvine’s commitment to inclusive excellence is integral to our ascendancy among globally preeminent universities. It provides applicants with an opportunity to discuss how their past or future contributions will advance this enduring campus commitment. For more information, please see the [Provost’s memo on Inclusive Excellence](#).

3) Is the diversity statement consistent with University of California policy?

A: Yes. [APM 210.1-d](#), which governs appointment, appraisal and promotion, recommends that faculty be both encouraged and rewarded for activity that promotes inclusive excellence:

*“The University of California is committed to excellence and equity in every facet of its mission. Teaching, research, professional and public service contributions that promote diversity and equal opportunity are to be encouraged and given recognition in the evaluation of the candidate’s qualifications. **These contributions to diversity and equal opportunity can take a variety of forms including efforts to advance equitable access to education, public service that addresses the needs of California’s diverse population, or research in a scholar’s area of expertise that highlights inequities.**”*

4) Is UC Irvine alone among UC campuses in adopting this statement?

A: No. UC San Diego adopted this statement in 2010.

5) How will applicants learn about the diversity statement expectation?

A: Per [Provost Gillman’s memo](#) of June 2014, all ads for faculty positions will include the following sentence: “Applicants are encouraged to share how their past and/or potential contributions to diversity, equity and inclusion will advance UC Irvine’s commitment to inclusive excellence.”

6) How do applicants provide their diversity statement?

A: There is a dedicated field in UC Recruit for applicants to submit their diversity statement.

7) If an applicant does not provide a diversity statement, will his or her application be considered incomplete?

A: Yes

8) What are the components of a diversity statement?

- **Provides a statement** of contributions to diversity
- **Indicates awareness** of inequities and challenges in education faced by historically underrepresented or economically disadvantaged groups, and the negative consequences of underutilization
- **Demonstrates a track record** and measure of success in activities (such as mentoring, teaching or outreach) that aim to reduce barriers in education or research for underrepresented or economically disadvantaged groups
- **Specific plans to contribute** through campus programs, new activities, or through national or off-campus organizations

9) What should a diversity statement address?

A: Be specific when describing the nature and impact of the research, teaching, and service activity that advances access, diversity and equal opportunity.

- **How the activity advances equal opportunity and diversity:** the ways it explores underrepresented or understudied populations or communities, cultures and practices; or illuminate societal inequalities or disparities
- **What the significance or impact of the activity is:** how it builds or extends research problems or areas; raises awareness in local or state or national or international contexts; contributes to equitable access to education and broadens participation in higher education through outreach or mentoring or recruitment or student placement; addresses societal disparities or inequalities; or aligns with Category 7 (Multicultural Studies) of the General Education requirements.
- **The extent the activity has been recognized:** document and describe any and all of the following: competitive funding; any appearance in a peer reviewed journal or publication as a book; significant contribution to high impact online journalism such as a blog or curated web-page; selection for commendation by campus unit, professional association or public service organization; or has the faculty member served on a taskforce or been elected to a leadership position in an affinity group or a committee within a professional organization.

10) What should search committees look for in a diversity statement?

A: Search committees will be provided with an [evaluation grid](#) in order to rate a diversity statement along four dimensions. Equity Advisors will also review the evaluation grid during their mandatory presentation to search committees.

11) What role does the diversity statement have in the selection process?

A: Departments will discuss the strength of the diversity statement as part of the rationale for the proposed list of short-listed candidate to be invited to campus. Deans will consider diversity statements in their evaluation of finalists.

12) Are there campus and university resources to learn more about inclusive excellence?

A: Yes. They include the [UC Statement on Diversity](#), UCI [Provost Gillman's memo on Diversity Activity in Personnel Review](#), [UCI ADVANCE Program](#).