

Guidelines for Applicants Writing Statement

The Contributions to Diversity Statement should describe your past efforts, as well as future plans to advance diversity, equity and inclusion. It should also demonstrate an understanding of the barriers facing women and underrepresented minorities and of the UC Davis mission to meet the educational needs of our diverse student population.

Some faculty candidates may not have substantial past activities. If such cases, we recommend focusing on future plans in your statement. However, please note that a demonstrated record of past effort is given greater weight than articulating awareness of barriers or stating future plans. A more developed and substantial plan is expected for senior candidates.

A) Understanding of Barriers

Describe your understanding of the barriers that exist for historically under-represented groups in higher education and/or your field. This may be evidenced by personal experience and educational background. For purposes of evaluating contributions to diversity, under-represented groups (URGs) includes under-represented ethnic or racial minorities (URM), women, LGBTQ, first-generation college, people with disabilities, and people from underprivileged backgrounds.

B) Past Activities

For all past activities, please be specific about the context, your role, scope or level of effort, and the impact. Below are examples of activities that qualify as contributions to diversity and equity. These are illustrative and by no means exhaustive.

Mentoring/Tutoring: This includes leading or participating in mentoring, advising, or tutoring programs for underrepresented groups, including faculty, postdocs, students, or the broader community.

Educational Outreach: This includes sustained outreach efforts aimed at underrepresented students; attendance at a conference aimed at recruiting, supporting or advancing URGs; participation in panels or talks as a speaker on related issues.

Committee Service: This includes serving on committee or board that focuses on diversity, equity, inclusion and/or climate.

Research Activities: This includes research (articles, editorials, etc.) that contributes to understanding the barriers facing URGs in higher education or that otherwise contributes to diversity and equal opportunity, including artistic expression and cultural production that reflects culturally diverse communities or voices under-represented in the arts and humanities.

Other (e.g. recruitment/retention/teaching/): These include efforts to diversify your research group or lab; other efforts to diversify your department or field; development or use of pedagogies that address different learning styles and/or learning disabilities; development of a course on EDI issues.

C) Future Plans

Describe how you plan to contribute to diversity at UC Davis, including activities you would pursue and how they would fit into your research area, department, campus, or national context. Be as specific as possible, but realistic about your level of effort and time commitment.