

Diversity Qualifications

In today academic world, inclusive excellence is one of the foundations of university hiring practices. As a candidate in higher education setting, you want to show that you can help to achieve diversity goals and be part of a diverse and thriving community. Always review the university site for their definition of and goals for diversity and inclusion.

You can best prepare your application materials and for interviews by addressing the following aspects:

Basic Skills

- Clear knowledge of, experience with, and interest in dimensions of diversity that result from different identities, such as ethnic, socioeconomic, racial, gender, sexual orientation, disability, and cultural differences.
- Awareness of demographic data related to diversity in higher education and comfort discussing diversity-related issues.
- Understanding of power differences and appropriate boundaries between faculty and students.
- Understanding of challenges faced by underrepresented individuals, and the need to identify and eliminate barriers to their full and equitable participation and advancement.

Research

- Create or share research focused on underrepresented population or diversity-related topics.
- Develop inclusive research environments and highlight the experiences of disenfranchised populations, whose narratives have traditionally been relegated to the outer periphery of intellectual inquiry and academic scholarship.
- Support the research work of underrepresented students.

Teaching

- Share experience in teaching diversity topics or encouraging diversity-related dialogue in the classroom. For example, sharing the historical and contemporary issues of social inequality across societal contexts within your discipline.
- Use a wide range of learning activities in the classroom to create an environment that incorporates diverse needs of students.
- Spotlight the assets, resources, and cultural strengths of members of historically marginalized communities in order to promote empowerment of individuals.
- Mentoring students who represent diversity in some way in their academic development.

Service/Activities

- Seek involvement in activities or professional associations that focus on diversity and inclusion.
- Support student organizations that serve underrepresented groups.
- Serve on university or college committees for causes related to diversity and inclusion.

Consider the following questions when preparing a diversity statement and your hiring interview:

- What does diversity mean to you, and why is this important?
- What do you see as the fundamental characteristics of institutions that create an inclusive environment?
- What do you see as the most challenging aspect of a diverse academic environment? What steps have you taken to meet this challenge?
- Please share an example from your professional experience that demonstrates your respect for people and their differences; and how you've worked to understand perspectives of others?
- Provide an example of a time you communicated a complex concept to a staff member or student who spoke English as a second language.
- What tools/techniques do you employ to promote collaboration among underrepresented groups?
- What is your definition of a diverse student population? What behaviors, techniques, or decisions allow you to function most effectively as a provider when working with a diverse student population?
- How do you define "diversity" from a professional perspective? Please give an example of your ethnicity and/or cultural identity impacting your work.
- Please describe experiences you have had leading outreach activities for underserved student populations (e.g., developing and leading workshops, providing consultation to student service departments).

Sources: [Demystifying Diversity Statement](#); [Guide to Faculty Recruitment](#); [Berkeley Office for Faculty Equity & Welfare](#)