

Sample Statements for Inclusion in Job Advertisements

Asking for statements on diversity/equity/inclusion

Sample 1

Candidates are asked to apply on line at www.academicjobsonline.org by submitting a cover letter, curriculum vitae, three letters of recommendation, three representative publications, and three statements: (1) research accomplishments and future plans, (2) teaching experience and approach, and (3), personal contributions to foster an environment of equity and inclusion for faculty, staff, and, students from diverse backgrounds.

Sample 2

This sample maps to the Rubric for Diversity, Equity and Inclusion Statements

The Department of _____ is dedicated to building a diverse community that is committed to teaching and working in an inclusive environment. Please include in your application a statement which addresses the following topics:

- your understanding of inequities in academia faced by historically under-represented or disadvantaged groups,
- evidence of successful mentoring, teaching or outreach aimed to reduce barriers for under-represented or disadvantaged groups, and
- specific plans for how you could contribute to our department's goal to create a diverse and inclusive community through current campus programs or new activities, or through national or off-campus organizations.

Describing UO's commitment to diversity

Sample 1

We particularly welcome applications from scholars who are from populations historically underrepresented in the academy, and/or who have experience working with diverse populations.

Sample 2

The University of Oregon is one of only two Pacific Northwest members of the Association of American Universities and holds the distinction of a "very high research activity" ranking in the Carnegie Classification of Institutions of Higher Education. The UO enrolls more than 20,000 undergraduate and 3,600 graduate students representing all 50 states and nearly 100 countries. The University of Oregon is guided by a diversity framework that involves a commitment to diversity, equity, and inclusion or all

students, faculty, staff, alumni, and community members. In recent years, the university has increased the diversity of its student body while raising average GPAs and test scores for incoming students. The UO's 295-acre campus features state-of-the-art facilities in an arboretum-like setting within the traditional homelands of the Kalapuya people. The UO is located in Eugene, a vibrant city of 157,000 with a wide range of cultural and culinary offerings, a pleasant climate, and a community engaged in environmental and social concerns. The campus is within easy driving distance of the Pacific Coast, the Cascade Mountains, and Portland.