

SERVICE

Specific examples of service related to institutional equity and inclusion might include:

Embedding equity, inclusion and diversity into a professional organization’s mission, programming, fundraising, etc.	Evidence?
Membership on departmental or university committees related to equity and inclusion.	
Participation in university pipeline and/or outreach activities.	
Participation in efforts to increase participation of underrepresented students in undergraduate and graduate programs.	
Service for or joint initiatives with state or national organizations (e.g., American Economic Association Committee on the Status of Women in the Economics Profession, National Society of Black Physicists) with an emphasis on equity and inclusion.	
Service on local and/or statewide committees focused on issues of equity and inclusion.	
Serving as a Search Advocate on searches outside of home unit.	
Leadership in organizing departmental or campus-wide events that encourage self-reflection and education regarding issues of equity, inclusion.	
Participation in academic preparation, outreach, tutoring, pipeline or other programs designed to remove barriers facing women, minorities, veterans, people with disabilities, and other individuals who are members of groups historically excluded from higher education.	
Demonstrated leadership in strengthening ties with tribal colleges, Hispanic Serving, Historically Black Colleges and Universities (HBCU) and Minority Serving institutions in an effort to facilitate research and/or to enhance the recruitment and retention of underrepresented students, faculty and staff at the University of Oregon.	
Efforts to advance DEI outside the classroom. May manifest as 1) engagement with organizations or programs that were DEI-focused or identity-based, on campus, in discipline/professional societies, or in other community spaces, and 2) active promotion of policies and practices that advance DEI.	
A record of academic service to advance equitable access to higher education for groups in fields where they are underrepresented (i.e., women, racial/ethnic minorities, first-generation college students, student veterans).	
<p>Demonstrated engagement with historically underserved populations, and bringing this experience to the scholarship, teaching, and learning mission of the university. This commitment may be reflected by leadership or active participation in:</p> <ul style="list-style-type: none"> ▪ departmental or institutional committees, task force groups, or other workgroups; ▪ local or national service related to diversity, equity, inclusion, and access, such as through professional societies and organizations; ▪ scholarship, practice, or policy efforts to advance diversity, equity, inclusion or social justice for historically underrepresented or marginalized groups (at the campus, local community, state, or national levels); ▪ other community engagement or outreach activities relevant to advancing diversity, equity, inclusion and access, such as volunteer activities, consulting, or advising. ▪ a record of leadership or significant experience performing public service addressing the needs of our increasingly diverse society. 	
Other	

NOTE: The above are listed as examples; they were generated from the University of Oregon Division of Equity of Inclusion and also adapted from Sylvester et al, 2019 and the University of California (UCOP, 2011).