

Guidelines for Writing a Statement of Contributions to Diversity, Equity, and Inclusion

We are a diverse community of scholars, learners, partners and leaders dedicated to a common cause: the pursuit of knowledge. We look forward to welcoming new faculty to our community that will contribute to our mission of creating an inclusive and equitable campus environment—one that welcomes, values and embraces the diverse perspectives of every member of our community. Our University-wide commitment to creating an inclusive and equitable environment that nurtures opportunities for Pitt community members to grow individually and to collectively create, use and share knowledge is highlighted in our strategic plan, [Plan for Pitt](#).

In service of these goals, we ask that applicants seeking faculty positions in the Dietrich School of Arts and Sciences submit a statement about their past, present, and future contributions to promoting equity, inclusion, and diversity in their professional careers.

In evaluating Statements of Contributions to Diversity, Equity, and Inclusion, search committees often consider the applicant's:

- **Awareness** of inequities and challenges faced by underrepresented minority students and faculty;
- **Track record** (commensurate to career stage) of activities that reduce barriers in education or research for underrepresented minority students and faculty;
- **Vision and plans** for how their work will continue to contribute to Pitt's mission to serve the needs of our diverse student population and create an inclusive campus

There are many ways in which Pitt faculty can and have contributed to our diversity mission. Examples include (but are not limited to):

- **Commitment** to using a faculty position to be a force of enlightenment and change by opening up opportunities to students who may have

never known of the intellectual and life options that abound at our university.

- **Creation** of programs that provide access and establish a pipeline in disciplines for students in traditionally underrepresented groups.
- **Enriching** the classroom environment through providing exposure to new perspectives on cultures, beliefs, identities, or practices, or the teaching of cultural humility or other aptitudes and skills to enhance the ability of our students to engage with inclusivity in a pluralistic society.
- **Exposure** to research opportunities for individuals historically excluded from disciplines on the basis of their gender or ethnic identity.
- **Leadership** in any capacity that tangibly promotes an environment where diversity is welcomed, fostered, and celebrated.
- **Mentoring** students from traditionally underrepresented groups and at-risk students to provide the guidance needed to help ensure their academic experience is a welcoming and positive one, to promote university resources when needed for retention, and to serve as transformative role models for those who may not yet understand their real potential in an academic environment.
- **Outreach** to members of student clubs, private organizations, or community groups whose mission includes service, education, or extending opportunity to disadvantaged people.
- **Recognition** of the challenges members of society face when they are members of underrepresented groups, people of color, or women; or because of their religious, ethnic, or gender identities or orientation.
- **Service** that promotes inclusion by striving to dismantle barriers to people historically excluded from the opportunities that all have a right to enjoy.
- **Research** that seeks to improve the lives of under-served communities or the promotion of knowledge or understanding through research and scholarship that sheds light on the experiences of oppressed or under-represented communities.

Through your own Statement of your Contributions to Diversity, Equity, and Inclusion you can tell us how your past and present activities have shaped your perspective on this issue and express how you believe that your future activities will contribute to Pitt's mission of promoting equity and inclusion. In formulating your statement, you may choose how much or how little to

reveal about your own identity/ies in relation to Pitt's diversity mission. It is not expected that you will be active in all of the dimensions described in the list above but rather that your statement will reflect those activities (past, present and future) that you believe represent your personal commitment to creating an inclusive environment for all.

These guidelines were adapted and include text from a set of guidelines for diversity statements posted by UC Davis at <https://academicaffairs.ucdavis.edu/guidelines-writing-diversity-statement>