



Diversity Statements

Office of Human Resources

Utica College requires candidates to share their contributions to diversity in a statement upon application. This statement should provide the candidate's unique perspective on their past and present contributions to and future aspirations for promoting diversity, inclusion, and social justice in their professional career. The purpose of the diversity statement is to help departments and programs identify candidates who have professional experience, intellectual commitments, and/or willingness to engage in activities that could help the College contribute to its mission in these areas. For the definition of diversity that we use at Utica College, please see the following web page: <http://www.utica.edu/instadvance/marketingcomm/about/diversity/aboutus.cfm>. The following information is intended to give more guidance for applicants as they decide what to write about and how to structure their statement.

Three common elements that could be included:

1. A past experience or event that helped shape or enhance your understanding of diversity and inclusion. Note: if you have not had exposure to different cultures or ideologies, you could describe how you have sought (or how you plan to seek) learning opportunities.
2. The specific ways in which you have incorporated elements of diversity and equity into your teaching, research, and service.
3. Plans for how you will incorporate them into your future work at Utica College.

Reflective questions and examples that can help guide your writing:

Faculty

Candidates are asked to submit an additional reflective statement about teaching in the required applicant document titled "diversity statement". Since Utica College strives to be a diverse, yet inclusive, community, it is essential that you include in this statement a reflection on the kinds of experiences you have had, and the kinds of approaches you would take, teaching and working with a diverse student body.

- How do you handle diverse perspectives and abilities in the classroom?
- How have you encouraged students to engage with diversity outside of the classroom?
- How have you supported fellow faculty/staff/students in their own contributions to or struggles with diversity?
- How do you address issues of diversity and equity in your research and writing?
 - Your topic inherently relates to social justice or improving access among underrepresented groups; you are developing a technology, system, or process that can be used to benefit such groups in the future.
- How do you create an environment of inclusion in your lab and among your colleagues?
- How have you incorporated diversity into the classroom and how is that approach unique?

Staff (one of the following will be posted)

Candidates for the position must provide a diversity statement that demonstrates how you will advance our institutional values including serving a diverse community.

or

All positions at Utica College support the College's mission and values in part by being active members of an inclusive environment. Please describe in your diversity statement how you would see yourself incorporating this into this role.

- Was there a moment when your perception of issues surrounding diversity changed or shifted?
- Was there an event where your values were challenged and changed?
- How have you supported initiatives of equity and inclusion in your community?

- How have you handled working with someone whose background is unfamiliar to me and what have you learned from those experiences?
- How have you supported fellow staff in their own contributions to or struggles with diversity?
 - Volunteering for events, offering a listening ear, validating their stories with your own.

Frequently Asked Questions

1. I have a unique background or identity. Should I write about that?

Rather than focusing on your own diverse background, write about how it has shaped your actions in the classroom, the topic of research, or the service commitments you have been involved in. How has it allowed you to mentor students who face challenges that may have resulted from their identity? In line with the College's Affirmative Action Policy, there is no requirement or expectation that a candidate disclose their identity or membership in any protected class or group, either in the diversity statement or in other application documents submitted to the search committee. Demographic information is solicited through the application process; however, those data are confidential and are not provided to members of the search committee.

2. Why does Utica College expect a diversity statement from applicants?

The diversity statement provides applicants with an opportunity to discuss how their past or future contributions will advance the campus commitment.

3. If an applicant does not provide a diversity statement, will his or her application be considered incomplete?

Yes

Additional information on candidate diversity statements can be found through the links below:

[Golash-Boza, Tanya "The Effective Diversity Statement." Inside Higher Ed. June 10, 2016.](#)

[University of Chicago, UChicagoGRAD, "Writing Effective Diversity Statements for the Academic Job Market"](#)