

Information for Prospective Faculty Applicants -Diversity Statement

The Diversity Statement should describe your past efforts, and future plans to advance diversity, equity, and inclusion in your position at Monmouth University. Your statement should demonstrate an understanding of the barriers facing women, people of color, students and community members with disabilities, LBGTQIA+, and other members of groups underrepresented and/or marginalized in higher education/STEM careers, along with understanding Monmouth University's mission to meet the educational needs of our diverse student population. We recognize that some faculty candidates may not have substantial past activities in this domain. In such cases, we recommend focusing on your future plans. For more information, please see the Monmouth University School of Science Diversity and Equity webpage.

The Diversity Statement should address at least two of the following three areas: Understanding of Barriers and Systemic Bias, Past Activities, Future Plans.

Describe *your understanding of the barriers and systemic biases* that exist for historically under-represented groups in higher education and/or your field. You may use examples from your own experiences and/or formal and informal education. For purposes of evaluating contributions to diversity, under-represented groups (URGs) includes under-represented ethnic or racial minorities (URM), women, LGBTQ, first-generation college, people with disabilities, and people from underprivileged or marginalized in higher education.

For *past activities*, please be specific about the context, your role, scope or level of effort, and the impact. Below are illustrative (but not exhaustive) examples of activities that qualify as contributions to diversity and equity.

- **Mentoring/Tutoring:** This includes leading or participating in mentoring, advising, or tutoring programs for underrepresented groups, including faculty, postdocs, students, or the broader community.
- **Educational Outreach:** This includes sustained outreach efforts aimed at underrepresented students; attendance at a conference aimed at recruiting, supporting or advancing URGs; participation in panels or talks as a speaker on related issues.
- **Committee Service:** This includes serving on committee or board that focuses on diversity, equity, inclusion and/or climate.
- **Research Activities:** This includes research (articles, editorials, etc.) that contributes to understanding the barriers facing URGs in higher education or that otherwise contributes to diversity and equal opportunity, including artistic expression and cultural production that reflects culturally diverse communities or voices under-represented in the arts and humanities.
- **Other (e.g. recruitment/retention/teaching):** These include efforts to diversify your research group or lab; other efforts to diversify your department or field; development or use of pedagogies that address different learning styles and/or learning disabilities; development of a course on EDI issues.

Describe how you *plan* to contribute to diversity, equity and inclusion at Monmouth University, including activities you would pursue and how they would fit into your research and or teaching area, department, campus, or national context. Be as specific as possible, but realistic about your level of effort and time commitment.

The diversity statement should be no longer than 2 pages.

Several universities have webpages to help faculty applicants in writing diversity statements including [Brandeis](#), [University of Pennsylvania](#) and [Vanderbilt](#) that are quite comprehensive.

This document is adapted from a ‘Guidelines for Applicants’ document published by the University of California at San Diego.