

What is a Statement of Contributions to Diversity, Equity and Inclusion (DEI)?

- **Indicate awareness** of inequities and challenges in academia faced by historically underrepresented groups in the STEM fields and the negative consequences of their underutilization. These groups include Underrepresented Minorities (URMs), women, individuals from low-income backgrounds, first generation students and individuals with nonconforming sexual or gender identity.
- **Describe your past DEI activities** (such as mentoring, teaching, or outreach) that aim to reduce barriers to success in education or research for underrepresented students and faculty.
- **Describe specific plans to foster DEI** at Berkeley through campus programs, new activities, or through national or off-campus organizations and provide a clearly articulated vision of how this work at UC Berkeley will continue to contribute to the University's mission of serving the needs of our diverse state and student population.

Here are some of the valuable ways that our faculty contribute to improving DEI at UC Berkeley (some of which are less relevant for biosciences faculty).

- **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, 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.
- **Production** of 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.

- **Only those candidates with a strong and compelling Statement of Contributions to Diversity, Equity and Inclusion will move forward in the evaluation process.**

Frequently Asked Questions (FAQs)

Q: Is the process of relying on a Statement of Contributions to Diversity to evaluate candidates consistent with University of California Policy?

A: Yes. UC APM 210.1-d which governs appointment, appraisal and promotion, recommends that faculty be both encouraged and rewarded for activity that promotes inclusive excellence:

*“The University of California is committed to excellence and equity in every facet of its mission. Teaching, research, professional and public service contributions that promote diversity and equal opportunity are to be encouraged and given recognition in the evaluation of the candidate's qualifications. **These contributions to diversity and equal opportunity can take a variety of forms including efforts to advance equitable access to education, public service that addresses the needs of California's diverse population, or research in a scholar's area of expertise that highlights inequities.**”*

Q: By focusing on a candidate's Statement of Contributions to Diversity in the search process, will UC Berkeley maintain its standards of academic excellence in research, teaching, and service?

A: **Yes.** Consistent with our standards for all faculty hires at UC Berkeley, all candidates will be evaluated using the same standards for excellence in research, teaching, and service that are applied in all faculty searches at UC Berkeley. The process of relying on Statements of Contributions to Diversity to inform our evaluation of excellence in the areas of research, teaching and service, is consistent with existing University of California Policy. APM 210.1-d which governs appointment, appraisal and promotion, recommends that faculty be both encouraged and rewarded for activity that promotes inclusive excellence:

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The Chronicle of Education has recently posted on this subject as well, in their article, ["In Defense of Diversity Statements" by Charlotte M. Canning and Richard J. Reddick](#)