

Diversity Statements

Lisa Lisenso, Ph.D.

*Assistant Dean, the Graduate School
Director, Program for Instructional Excellence
(PIE), and the Fellows Society*

*Advisor, DIRECTO (the Diversity & Inclusion in
Research & Teaching Organization
Florida State University*

Session Objectives

By the end of this session you will be able to...

- ▶ Recognize different types of diversity statement requests
- ▶ Identify key components and themes of a diversity statement
- ▶ Create your own understanding of the meaning and importance of the terms “diversity,” “equity” and “inclusion”
- ▶ Reflect on and integrate your previous experience and future plans into creating your own diversity statement

Types of Requests

- Provide a statement detailing how your teaching, service and/or scholarship has supported the success of students from underrepresented backgrounds in your field.
- A description of how the applicant has &/or would contribute to the development of a diverse and inclusive learning community through teaching, research, and/or service. (required for FSU's OTAA applications)
- An opening for faculty appointments may require all applicants submit a personal statement on their contributions to diversity. (general request)

What to Include -Key Components

- Your definition or understanding of the definitions of “diversity,” “equity,” and “inclusion”
- Your experiences & contributions
- Your future plans
- Additional considerations

Possible Additional Considerations - The Specific Institution

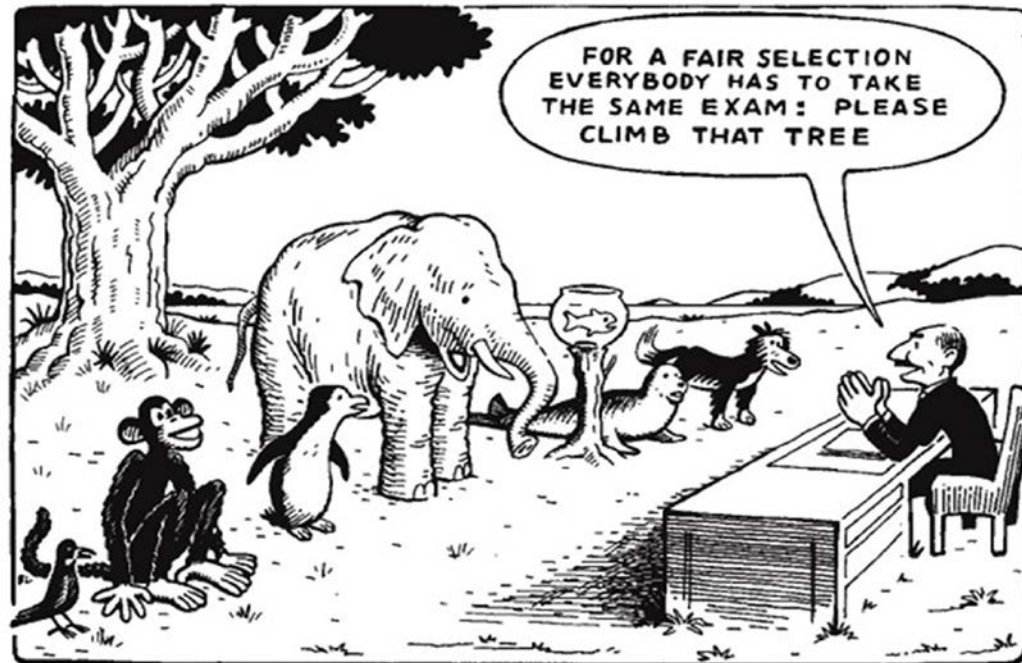
- Size
- History- especially as related to diversity
- Focus
- Location

Key Themes

- Be authentic
- Align to specific job, institution, etc.
- Treat this element like the other parts of your application

Definitions - Let's Discuss

- Diversity
- Equity
 - *A quotation often attributed to Thomas Jefferson: "Nothing is more unequal than equal treatment of unequal people."*
- Inclusion



Experience, Contributions & Future Goals and Plans

- Service and Community - including mentoring and advising
- Teaching
 - PIE DEI Action Plan/Checklist
- Research/Scholarship

Activity: Breakout Rooms



Action Plan Checklist: How Will I Infuse Diversity, Equity and Inclusion Into My Instructional Role?

An important goal to strive for as instructional staff or a faculty member is establishing a learning environment that enables students to be successful in ways that celebrate and capitalizes on (instead of despite of) their individual backgrounds, cultures, strengths, and challenges. Work through the following checklist to brainstorm specific actions YOU can take, given your specific instructional role, to work towards this goal.

How Will I Incorporate Elements of Diversity, Equity & Inclusion into My Specific Instructional Role When It Comes To...

Student Participation/Discussion

-
-
-
-
-

Assignments & Activities

-
-
-
-
-

Grading & Feedback

-
-
-
-
-

Communication

-
-
-
-
-

Discussion/Activity

- Provide some examples of how inclusive excellence is shaping scholarship/research in your field.
- Who is missing from your field?
- Why is diversity and inclusion important?

Discussion/Activity

- What are some of **your** most impactful diversity related experiences or interactions?
- How has diversity influenced **your** work?
- What role do you see **yourself** as having in advancing the mission and values of the institution/field as it relates to creating an inclusive environment

Resources at FSU

The Center for Leadership and Social Change:

- Diversity & Inclusion Certificate Series

<https://thecenter.fsu.edu/diversity/diversity-inclusion-certificate>

FSU Diversity & Inclusion Homepage - includes FSU Diversity & Inclusion organizations, programming, trainings, and other resources

- [Diversity & Inclusion \(fsu.edu\)](https://diversity.fsu.edu)

FSU Diversity & Inclusion Certificate Series (through FSU HR)

- https://hr.fsu.edu/?page=diversity/diversity_learning

DIRECTO

(Diversity & Inclusion in Research & Teaching Organization)

This year's 3rd. annual Spring Conversation Series will be held via Zoom on the following Fridays, 11:45-1:30: 2/19, 3/19, 4/16, and 5/21 - look for University-wide announcements & the website: DIRECTO.fsu.edu

DIRECTO SPRING CONVERSATION SERIES

an opportunity to continue talking about diversity, equity, and inclusion

TIME
11:45-1:30

WHERE
Zoom

DETAILS

www.DIRECTO.fsu.edu



2/19

Antiracism
in Course
Content

3/19

Motivation,
Identity, &
Representation

4/16

Strategies &
Skills for
Adapting

5/21

Diversity
Statements



[DIRECTO Spring Conversation Series | University Announcements \(fsu.edu\)](http://DIRECTO.fsu.edu)

Resources for this presentation

- Keisha John, PhD, Associate Dean for Diversity & Inclusion, University of Virginia
- UVA Office of Equal Opportunity and Civil Rights
<https://eocr.virginia.edu/Contribution-Diversity-HOSC>
- UC San Diego
<http://facultydiversity.ucsd.edu/recruitment/contributions-to-diversity.html>
- Inside Higher Ed
<https://www.insidehighered.com/advice/2016/06/10/how-write-effective-diversity-statement-essay>

Thank You!

Questions/Discussion

Dr. Lisa Liseno:
lliseno@admin.fsu.edu

Program for Instructional Excellence (PIE):
PIE-Info@fsu.edu