Diversity Statements

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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
- 
- 
- 

Program for Instructional Excellence (PIE) – Florida State University
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)

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

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<th>TIME</th>
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<td>11:45-1:30</td>
<td>Zoom</td>
<td><a href="http://www.DIRECTO.fsu.edu">www.DIRECTO.fsu.edu</a></td>
<td>Antiracism in Course Content</td>
<td>Motivation, Identity, &amp;</td>
<td>Strategies &amp; Skills for</td>
<td>Diversity Statements</td>
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DIRECTO Spring Conversation Series | University Announcements (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](https://eocr.virginia.edu/Contribution-Diversity-HOSC)
- UC San Diego
  [http://facultydiversity.ucsd.edu/recruitment/contributions-to-diversity.html](http://facultydiversity.ucsd.edu/recruitment/contributions-to-diversity.html)
- Inside Higher Ed
Thank You!
Questions/Discussion

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