

Faculty Candidate Contributions to Diversity, Inclusion and Equity (DI&E) Guide for Understanding Purpose and Concepts for Evaluation

Purpose of a Statement of Contributions to Diversity, Inclusion, and Equity

Lehigh University has a strong interest in hiring and retaining an excellent and diverse faculty who share the institutional commitment to diversity, inclusion, equity, access, and the Principles of our Equitable Community. In this context, diversity, equity, and inclusion contributions are those that relate to creating or transforming a culture of the discipline, college, and university that is accessible to groups underrepresented and marginalized throughout the learning and career pipeline as well as the general public. Some hiring units may thus request a statement for the purpose of identifying candidates who have the professional skills, experience, and/or willingness to engage in activities that will advance our campus diversity, equity and inclusion goals; a critical indicator of overall excellence. It is not a required component of job ads. The 'Diversity, Inclusion & Equity Statement' provides an opportunity for a candidate and the search committee to describe and consider:

1. Commitment to DI&E and knowledge of the barriers that exist for groups historically underrepresented or marginalized in the discipline within the context of the United States
2. Past efforts and knowledge or skills gained in diversity, inclusion, equity, outreach activities, organizational change, and
3. Future plans for diversity, inclusion, equity, outreach activities, organizational change, and ongoing professional development

How and when should the Statement of Contribution to Diversity, Inclusion and Equity be evaluated?

The statement should be reviewed in much the same way other aspects of a candidate's application are evaluated: thoughtfully and with an eye to understand the individual's experiences and plans. Additionally, consider reviewing this statement first or very early so that anyone reviewed for scholarship already has a feasible and concrete concept of how to contribute to the University's Principles of our Equitable Community. A candidate's past efforts are typically given greater weight than merely showing awareness of barriers or stating future plans which aim to fix a perceived deficit in preparation or excellence of a group of people. Tangible examples and lessons applicable to their new role can be gleaned from the statement and subsequent interviews. The totality of the candidate's potential, effort, initiative or leadership and creativity should all be considered relative to and in the context of the individual's career stage.

To evaluate the DI&E statement, consider these factors (*Basic Rubric, 5 = EXCELLENT 1 = STATEMENT ONLY; modify and feel free to seek consultation from ODI&E and ADVANCE*)

	Rate 0 - 5	Candidate # 1	Candidate # 2	Candidate # 3	Candidate # 4
Provides a statement of contributions to diversity, inclusion & equity	0-1				
Commitment & Awareness: Indicates awareness of inequities and challenges in education faced by historically underrepresented or economically disadvantaged groups in the context of the United States and of the negative consequences of this historic exclusion.	0-1				
Past Efforts: Track record and measures of success in activities (such as mentoring, research, teaching or outreach, policy change) that aim to reduce barriers for historically underrepresented or economically disadvantaged groups	0-2				
Future specific plans to contribute through campus programs, new activities, curriculum, pedagogy or through national or off-campus organizations	0-1				