

Contributions to Diversity Statements

Regardless of personal demographic characteristics, UW-Madison has a strong interest in ensuring that all candidates hired for faculty appointments share our commitment to excellence in teaching, research, outreach and diversity.

Candidates applying for faculty appointments at UW-Madison in the Laboratory of Genetics are required to submit a personal statement on their contributions to diversity and inclusion in addition to their research and teaching statements. The purpose of the diversity statement is to identify candidates who have the professional skills, experience, and/or willingness to engage in activities that will advance campus diversity goals.

Search committees will consider a candidate's statement as part of a comprehensive and transparent evaluation of their qualifications.

Guidelines for writing your diversity statement:

Applicants should submit a statement which should describe your past efforts, as well as future plans to advance diversity, equity and inclusion. It should demonstrate an understanding of the barriers facing women and underrepresented minorities and of UW-Madison's diversity mission to meet the educational needs of our diverse student population.

Some faculty candidates may not have substantial past activities. In these cases, we recommend focusing on **future plans** in your statement. A demonstrated record of past effort is given greater weight than articulating awareness of barriers or stating future plans. A more developed and substantial plan is expected for mid-career and senior candidates.

1) Understanding of Barriers

Describe your understanding of the barriers that exist for historically under-represented groups in higher education and/or your field. This may be evidenced by personal experience. For purposes of evaluating contributions to diversity, underrepresented includes underrepresented minorities (URM), women, LGBTQ, first-generation college students, people with physical and hidden disabilities, and people from low socio-economic backgrounds.

2) Past Activities

For all past activities, please be specific about the context, your role, scope or level of effort, and the impact. Below are examples of activities that qualify as contributions to diversity and equity. These are illustrative and by no means exhaustive.

Mentoring/Tutoring: This includes leading or participating in mentoring, advising, or tutoring programs for underrepresented groups, including faculty, postdocs, students, or the public.

Educational Outreach: This includes sustained outreach efforts aimed at underrepresented students; attendance at a conference aimed at recruiting, supporting or advancing URMS (SACNAS/ABRCMS/AISES); participation in panels or workshops 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 that contributes to understanding the barriers facing URMs in higher education or that otherwise contributes to diversity and inclusion, including artistic expression and cultural production that reflects culturally diverse communities or voices.

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 equity and diversity issues in STEM.

C) Future Plans

Describe how you plan to contribute to diversity and inclusion at UW-Madison, including activities you would pursue and how they would fit into your research area, teaching, outreach and service. Be as specific as possible, and realistic about your level of effort and time commitment.