

# 1L Diversity Statement Best Practices

Be authentic

Tell a story &  
personal narrative

(but only disclose what  
you feel comfortable sharing)

Answer the  
prompt

## Questions to Consider

- How do diversity and inclusion make the organization more effective?
- How will you contribute to these goals?

## Details Matter

- Pay close attention to deadlines and requirements (word limits, respond to specific questions if there are any).
- Review the employers' definition of diversity to ensure you are eligible.
- Research the employer to make sure your interests are aligned with those of the organization.



Show a  
commitment  
to diversity.

Reach out to  
upper-class students.

(who received a diversity scholarship  
for tips and advice)



Do not just repeat  
experiences listed  
on your resume.

## Lead with a compelling introduction. Grab the reader's attention.

**Example:** *The infectious vibrations of an accordion in a Vallenato composition intertwined with the emotional cadences of an imam reciting the Quran could be mistaken as an erroneously assembled playlist, but it is actually the soundtrack of life within my household.*

## The overall tone should be positive. Show the reader how your diverse experience has had a positive impact on your life.

**Example:** *What I've found as a first generation American and come to embrace, over the years, is that my voice and perspective is unique. What I've also learned is that collaborative environments—whether at school, work, or anywhere else—can benefit from a wide range of experience and backgrounds working side-by-side.*

## As much as possible, show rather than tell the reader about your experience.

**Tell:** *Through my experiences, I will add value to your firm.*

**Show:** *As a paralegal, I was often a point of contact for disadvantaged clients. I provided context to attorneys during team meetings to help them understand life in underserved communities and thus, facilitated a more effective attorney-client communication and legal representation.*

**Tell:** *I am committed to diversity.*

**Show:** *As a student employee at my college's Center for Students in Recovery, I connected with diverse students and encouraged them to seek help in a space that was predominantly white. I organized on-campus talks that focused on addiction in marginalized communities and worked with the Gender Center to organize a discussion about recovery in the LGBT+ community. Furthermore, I encouraged the Center for Students in Recovery to hire more employees of color and pushed for our unique input to be considered at staff meetings.*

## End with how your diverse experience and/or what you've learned will make you an asset to the organization.

**Example:** *While I have become confident in voicing my perspective as a woman of color, my experience with balancing opposing realities has taught me perseverance, tenacity, adaptability, and teamwork. If given the opportunity to work at \_\_\_\_\_, I would use a combination of my life experiences, professional skills and legal education to add value to the firm and to bolster the importance of diversity.*