

UNLV

Guidance for Evaluating Diversity Statements

UNLV strongly encourages departments to consider the inclusion of diversity statements as required documentation in candidate applications for faculty job postings at UNLV.

Definition

A diversity statement is a candidate's opportunity to discuss how their past and future contributions to diversity, equity, and inclusion align with and advance the university's [diversity mission](#).

Components of a Diversity Statement

Adapted from the University of California-Irvine, a diversity statement is composed of four parts:

- (1) A statement of contributions to diversity, equity, and inclusion.
- (2) Demonstrated awareness of inequities and challenges in education faced by underrepresented or disadvantaged groups.
- (3) Evidence of participation and success in activities that aim to reduce barriers in education or research for underrepresented or disadvantaged groups.
- (4) Specific plans to contribute to UNLV's diversity mission (e.g., through campus programs, scholarly or creative activities, teaching, or outreach).

Purpose

All parties involved in the search and hire process should review the diversity statement to assess candidates at each stage of the screening process.

Evaluating Diversity Statements

Reviewers should consider the impact of the candidate's activities to create access, equal opportunity, and advance knowledge. To assist reviewers with evaluating diversity statements, a sample rubric is provided on pg. 2.

The Candidate's Application

To include a diversity statement as part of the candidate's application, list the item as required documentation. For example, in general, job postings would require four items: a cover letter, a curriculum vita, a diversity statement, and a list of references. For academic positions, this list could also include the following elements: a teaching statement, research statement, publication list, and/or sample publications, for example.

Contact

For questions, contact the Office of Human Resources at unlvhrrecruitment@unlv.edu.

Component	Scoring System 0 - 5	Candidate 1	Candidate 2
Provides a statement discussing contributions to diversity equity, and inclusion.	0 - 1		
Indicates awareness of inequities and challenges in education faced by underrepresented or disadvantaged groups.	0 - 1		
Evidence of participation and success in activities that aim to reduce barriers in education or research for underrepresented or disadvantaged groups.	0 - 2		
Specific plans to contribute to the institution through campus programs, scholarly/creative activities, teaching, or outreach.	0 - 1		

- Helps to identify candidates who have job skills, experience, and/or willingness to engage in diversity-type activities that could enhance campus diversity efforts.
- Promotes commitment to equity, diversity, and inclusion in faculty culture.
- Underscores public commitment to diversity, equity, and inclusion

Developed by the University of California, Irvine and adapted for UNLV.