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**How to Write an Equity, Diversity, & Inclusion (EDI) Statement (adapted from Evelyn Carter; Sept 17, 2018**

Definitions

* Equity - refers to available resources and the equality of their distribution
* Diversity – generally refers to the demographic constellation of traits and characteristics
* Inclusion - refers to internal feelings about the climate e.g., Do people feel valued and that they belong?

Why Are Faculty Asked to Address Their Contributions to EDI?

* Shows that you are aware of the needs and goals of the campus community and your school
* Communicates the kind of faculty/colleague you are or intend to be e.g., What kind of environment will you create in your classes and school/university?
* Provides important signaling about campus and departmental norms, values and vision for the future

Addressing EDI

* Discuss past and current efforts, as well as plans in the future to advance EDI; may relate to teaching, research, professional activities (internal and external to university)
  + Note - You do not need to have EDI contributions in every area
* Statement should reflect your clear commitment to enhancing the diversity in relation to ….

e.g., faculty recruitment/retention and mentoring; teaching/mentoring students; understanding and addressing diversity issues (research)

* Include detailed plans for continuing/initiating activities in the future

Tips for “Mapping Out Your Story”

* Part I: Biography part - consider how your previous experiences inform how you engage with others in relation to EDI; how your personal experiences influence the work that you do with others; How these experiences enlighten and empowered you
  + Do NOT just list your experiences, go beyond and describe…. e.g., What do your experiences mean in terms of how you approach mentoring, teaching, research?
* Part 2: Teaching, Research and Professional Service Contributions
  + Research - Include description of your program of research/scholarship that will advance the EDI mission of our university, as appropriate e.g., enhance understanding of the barriers facing women and minorities…
  + Teaching – Include description of the strategies you use/plan to use to enhance educational experiences of underrepresented minorities (URM) in higher education, as appropriate e.g.,

pedagogues addressing different learning styles; experiences teaching URM and how you enhance their education

* + Professional Activities (School, University, Professional/Public Service) – e.g., describe your participation in service activities that may apply up-to-date knowledge to problems, issues and concerns of groups, historically underrepresented
* Part 3: Institutional Culture and Plans for the Future
  + Discuss how your experiences working with people who have different backgrounds informs your thinking and activities and/or plans for future activities
  + Consider discussing how you confront bias and help to establish an inclusive environment
  + Describe your commitment to continuing to grow in area of EDI and visions for the future, including your ideas about how to achieve the proposed vision e.g., Attending briefings so you will engage in equitable hiring process or conferences; How you will work to correct problems of recruitment/ retention of groups underrepresent in nursing
  + Consider ideas about how you will chang the institutional culture so that contributions to EDI are more highly valued criteria in the hiring and promotional process; how can you help to monitor implementation of these criteria?
* If you are focusing on a particular group (e.g., LGBTQ), African Americans), provide rationale for your work
* May acknowledge that you haven’t been very involved with EDI in the past and explain plans for future

Further information available online at <https://ucla.app.box.com/v/edi-statement-faqs>