

Date: October 20, 2017

To: Deans and Department Chairs

From: Ameae Walker, Vice Provost for Academic Personnel

Cc: Cindy K. Larive, Interim Provost and Executive Vice Chancellor
Ken Baerenklau, Associate Provost
Mariam Lam, Associate Vice Chancellor, Diversity & Inclusion
Dylan Rodriguez, Chair of the Academic Senate, Riverside Division
Nicole Butts, Director, Equal Employment and Affirmative Action
Academic Personnel Directors

Re: Guidelines for Writing a Diversity Statement for Academic Recruitments

In 2015, a policy change ([link](#)) to UCR's hiring procedures requiring a Diversity Statement from all applicants was implemented. In response to inquiries from applicants about the definition of a diversity statement please use the following guidelines.

At UC Riverside, we ask all applicants for academic positions to provide a "Statement of Contributions to Diversity" as part of their applications. We recognize that excellence is inextricably linked to the diversity of our faculty, staff, and student body. We define diversity very broadly and take seriously Regents Policy 4400 which states:

"The diversity of the people of California has been the source of innovative ideas and creative accomplishments throughout the state's history into the present. Diversity – a defining feature of California's past, present, and future – refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, gender identity, socioeconomic status, and geographic region, and more."

In a "Statement of Contributions to Diversity," we ask applicants to describe their past and potential future contributions to promoting a diverse, equitable, and inclusive environment, which is a key requirement of the role of every faculty member at UCR. There are numerous ways to contribute, and a commitment to this part of our mission can be reflected through research, teaching, supervision, mentoring, community engagement, service, and any of the other varied activities that are a part of an academic career.

For questions or more information, please contact Associate Provost Ken Baerenklau at associateprovost@ucr.edu. If you have questions related to managing your search in AP Recruit, please contact your recruit analyst or the Office of Academic Personnel at aprecruit@ucr.edu.