

**UC Santa Cruz, Academic Affairs**  
Guidelines for Staff Applicants on Contributions to Diversity Statements

**Why do we ask for a Statement of Contributions to Diversity, Equity, and Inclusion from staff applicants?**

The Division of Academic Affairs at UCSC is looking to hire employees who will help support our diverse students, staff, faculty, and other academic employees. This statement helps us assess a candidate's skills, experience, and ability to contribute to the work they would be doing for Academic Affairs in supporting these diverse populations and to creating a more welcoming and inclusive workplace.

**The University Commitment to Diversity**

The University of California is committed to serving a student body and hiring faculty and staff who reflect the diversity of the State of California; responding to the needs of a diverse society; as well as maintaining principles of equity and inclusion. As stated in UC Regents Policy 4400:

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. ...Because the core mission of the University of California is to serve the interests of the State of California, it must seek to achieve diversity among its student bodies and among its employees. The State of California has a compelling interest in making sure that people from all backgrounds perceive that access to the University is possible for talented students, staff, and faculty from all groups. The knowledge that the University of California is open to qualified students from all groups, and thus serves all parts of the community equitably, helps sustain the social fabric of the State...Diversity should also be integral to the University's achievement of excellence.

**Contributions to Diversity, Equity, and Inclusion Statements**

Ideally, these statements address all of the following: 1) demonstrate an understanding of the particular diversity and equity related issues and needs in higher education or in a candidate's professional field; 2) provide examples of a candidate's past contributions to diversity, equity, and inclusion; and 3) discuss the candidate's vision for how they might support existing dimensions of or make expanded contributions to diversity, equity, and inclusion in the position for which they are applying.

We believe that employees in positions of all levels are able to make contributions to diversity, equity, and inclusion. If a candidate feels that they have not yet had the opportunity in their career to make substantial contributions, the statement can focus on demonstrating an understanding of issues and a future vision. In terms of the latter, it can be helpful to think about both activities specific to the position as well as activities on campus or in the profession, and then to describe how and in what ways the candidate might participate in these.

**How are these Statements evaluated?**

Review committees use these [rubrics](#) to help evaluate candidate statements.