**Diversity Statement: Evaluation Framework**

The following offers a method for department faculty to provide evaluations of a job applicant’s Diversity Statement. It is meant to be a template for departments that they can modify as necessary for their own use.

The Diversity Statement is intended to be used in the evaluation of candidates for faculty and academic administrator (e.g., Dean and Chair) positions. Because these individuals will interact with students/staff/faculty with a wide variety of backgrounds and identities, the baseline expectation is that they are able to do this in an aware and empathetic manner that equitably situates those individuals for success.

Since a number of search committee members may not be familiar with the importance or implications of a diversity statement, this evaluation rubric is intended to help individuals better quantify desirable skills and actions related to diversity and inclusion. The stages (IDENTIFY, ANALYZE/RELATE, APPLY, CRAFT) demonstrate increasingly higher orders of thinking about diversity in a framing similar to Bloom’s Taxonomy.

Please rate the applicant’s Diversity Statement at one of the following levels, indicating their highest level of demonstrated competence:

* IDENTIFY: Statement demonstrates awareness of a wide variety of student/staff/faculty identities (e.g. race, ethnicity, sexual orientation, gender identity, religion/spirituality, nationality, socioeconomic status, and additional visible/nonvisible attributes).
* ANALYZE/RELATE: Statement describes candidate’s experiences analyzing situations and demonstrating awareness of reasons why an individual or group did/does not feel welcome in particular situations.
* APPLY: Statement demonstrates prior or planned activities in research, teaching, or service that increase engagement, inclusion, sense of belonging and/or culturally responsive mentorship of diverse individuals.
* DESIGN: Statement describes strategic efforts that the candidate has undertaken or plans to undertake to design systems, conditions, or environments within which all students, faculty, and staff can excel.

Notes:

For more information regarding this resource, please contact Michigan Tech’s ADVANCE Program at [advance-mtu@mtu.edu/](mailto:advance-mtu@mtu.edu)Phone: 906-487-2519, Office: Library 102B or Shari Stockero, Assistant Provost for Faculty Development at [stockero@mtu.edu](mailto:stockero@mtu.edu). You can also learn more at <https://www.mtu.edu/advance/>

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