

Applicant Guide

Understanding the Purpose of the Statement on Contributions to Diversity, Inclusion and Equity (DI&E) for a Lehigh University Faculty Position

Our Purpose for a Statement on Contributions to Diversity, Inclusion, and Equity

Lehigh University has a strong interest in hiring and retaining an excellent and diverse faculty who share the institutional commitment to diversity, inclusion, equity, access, the [Principles of our Equitable Community](#) and becoming an anti-racist institution. In this context, diversity, inclusion, and equity contributions are those that relate to creating or transforming a culture of the discipline, college, and university that is accessible to groups underrepresented and marginalized throughout the learning and career pipeline as well as the general public. Some hiring units may request a statement for the purpose of identifying candidates who have the professional skills, knowledge, experience, and willingness to integrate concepts of diversity, equity, and inclusion into their work by engaging in activities that will advance our [2021-2026 Strategic Diversity, Inclusion and Equity goals](#), a critical indicator of overall excellence. The ‘Statement on Contributions to Diversity, Inclusion & Equity’ provides an opportunity for an applicant to describe and consider:

1. Commitment to DI&E in higher education, and knowledge of the barriers that exist for groups historically underrepresented or marginalized in the discipline within the context of the United States
2. Past knowledge, skills or efforts around diversity, inclusion, and equity (for example, through professional development, outreach or organizational change activities), and
3. Future plans for diversity, inclusion, and equity related work in the context of the position (for example, through outreach, teaching, leadership, scholarship, and ongoing professional development).

Understanding How Lehigh Committees Consider the Statement.

The statement should be written in much the same way other aspects of an application are prepared for evaluation: thoughtfully, and with an eye to describing the individual’s past experiences and future plans. It is not meant to be a document disclosing personal hardships, characteristics, or identity factors; however, life experiences may be an important part of how a scholar understands their contributions towards creating a more diverse, inclusive, and equitable Lehigh. At Lehigh, this statement is reviewed early or alongside the other documents to build a holistic assessment of the scholar’s readiness to meet the goals of the advertised position; it is not read as an afterthought. Evaluators will seek continuity and consistency between this statement and the other application parts (the statement serves as a flashlight, illuminating activities contained within the CV and other submitted materials), and stronger applicants will have multiple examples from undergraduate through the current career stage. Demonstrated effort and/or detailed future plans are typically given greater weight than merely showing awareness of barriers or stating future plans that aim to fix a perceived deficit in preparation or excellence of a group of people. Future plans should be explicit and highlight an awareness of current activities already taking place on campus. A scholar’s personal (embodied) identities are not considered in this assessment; rather, the totality of the candidate’s potential, effort, initiative, leadership, and creativity is all considered relative to and in the context of the individual’s career stage. Scholars may also expect, should they become semifinalists and finalists, follow-up interview questions which support exploration of the ideas and future plans expressed in the statement.