



## Assessing a Diversity Statement

### Signalling strategies – how the statement can inform you of applicant diversity

- Identity as diversity value
- Behaviour as diversity value

This naturally leads to the following evaluation criteria.

### Evaluation criteria

1. Lived experience
2. Actions and impact
3. Awareness
4. Future plans

Of these, Points 1 and/or 2 are the most pertinent as they signal practice. Be wary of those statements that are purely theoretical and only address Points 3 and/or 4. Also be sensitive to the fact that applicants may not be comfortable sharing their lived experience in case it jeopardizes their application.

### Quantitative features to look for (the “What”)

- "Values and understanding" of diversity, equity and inclusion
- Teaching, research and scholarship
- Engagement and service
- Mentorship
- Skill building
- Personal growth
- Personal background experiences

### Qualitative features to look for (the “How well”)

- Depth of discussion
- Sphere of influence and impact

[Colleen Flaherty article, Inside Higher Education, Nov 19, 2018](#)