

Guidelines for Contributions to Equity, Diversity, and Inclusion Statements

The Washington State University system has a mission to “embrace a worldview that values diversity and cultural differences and recognizes the importance of global interdependence and sustainability.” The ultimate goal is to “create an institutional culture in which diversity is the norm.” Across the WSU system, these values have been a part of our institution since our founding and are embedded in our [Strategic Plan](#), one of the goals of which is to “Promote an ethical and socially just society through an intentional commitment to inclusion, equity, and diversity.”

One of the ways WSU enacts its commitment to equity-mindedness is by promoting best practices for faculty recruitment. These include broadening the candidate pool, agreeing on criteria to judge all applicants before the search begins, guarding against biases in decision making, and treating all candidates respectfully and equally.

WSU recruits, hires, trains, promotes, and compensates persons in all job titles without regard to race, sex, sexual orientation, gender identity/expression, religion, age, color, creed, national or ethnic origin, physical, mental or sensory disability, marital status, genetic information, and/or status as a veteran. However, search committees can consider past or proposed contributions to equity, diversity, and inclusion as part of the overall review process.

WSU strongly encourages asking candidates to submit a statement describing their past contributions to equity, diversity, inclusion, and future plans for continuing this effort as part of their application for a faculty position. The purpose of the statement is to identify candidates who have professional skills, experience, and/or willingness to engage in activities that would enhance campus equity, diversity and inclusion efforts.

Your Contributions to Equity, Diversity, and Inclusion Statement should discuss your past activities and experience as well as your future plans to advance equity, diversity, and inclusion, in alignment with WSU’s mission, through your research, teaching, and/or service. Provide examples from your own experience, which might include (but are not limited to) activities such as any of the following:

- Mentoring
- Teaching and Curriculum or Professional Activities
- Committee, task force, or board service
- Research, scholarship or creative activity
- Other (such as recruitment, outreach, retention, community-based work)