**Recommendation:**

If relevant, please list your diversity, equity, inclusion, and accessibility (**DEIA**) activities on your CV under the heading **Diversity, Equity, Inclusion, and Accessibility** (**DEIA) Activities**, between the sections on Teaching Experience and Responsibilities and Mentoring Activities. Include the date(s) and brief description of the activity. If appropriate, you may also expand on the activities in your Personal Statement. If relevant please also add to your [BU Profiles](https://profiles.bu.edu/search/) DEIA tab.

**Purpose:**

To articulate and celebrate our commitment to the **DEIA** of all faculty, staff, students, trainees, and patients in the pursuit of excellence. Advancing DEIA is central to the institution’s past, present, and future as it reflects our core values and is essential to promoting equitable patient care and health, research innovation, public trust, respect for each other, and the recruitment, advancement, retention, and vitality of diverse faculty, staff, students, and trainees.

**Dimensions of Diversity:**

Includes members of underrepresented, underserved, or structurally disadvantaged groups, e.g., ethnicity/race, sex, LGBTQ+, different abilities/accessibility, religion, immigrants, and first-generation college students. [NIH definition link](https://grants.nih.gov/grants/guide/notice-files/NOT-OD-20-031.html).

**Guidelines**

**The DEIA statement is *optional***. Faculty can delete the section if not relevant. The DEIA statement is an opportunity to document your past and present contributions to the DEIA of our institution, your field, or the broader community in clinical, education, training, or research. Such contributions may include fostering inclusion (belonging and uniqueness), and providing mentoring, and sponsoring of diverse individuals.

* The DEIA statement should be a **succinct list** of one’s contributions. It need not be redundant with other portions of the CV.
* Do not feel compelled to include a DEIA statement if it is not relevant for your prior contributions. However, an aspirational statement in the Personal Statement might be appropriate.
* Diversity statements have been discussed in higher education websites.1-3

**How will the diversity statement be weighed?**

* The DEIA statement is not an eligibility criterion for appointment or promotion, but it is an opportunity to document your contributions to DEIA.
* The narrative in your Personal Statement may also help your Chair craft a letter that recognizes your contributions in alignment with your department’s commitment to DEIA.

**Examples.** In listing your contributions in your CV, you may consider the following examples. Each may be described in a **summative narrative** of your **past, current, and planned** contributions in your Personal Statement. The [UCSF](https://diversity.ucsf.edu/sites/diversity.ucsf.edu/files/Contributions_to_Diversity_Statement_Examples.pdf) website provides examples of such diversity statements.

* **Clinical.** Examples: improving the health of historically structurally marginalized individuals, such as individuals: with a history of incarceration; who are immigrants; suffering intimate partner violence; who are visually impaired.
* **Mentoring/sponsoring.** Examples: Mentoring or sponsoring diverse faculty, staff, students, and trainees, e.g., individuals who are: 1st gen college students/LGBTQ+/disabled/races/ethnicity underrepresented in STEM.
* **Education/Teaching.** Examples: teaching students in the BUSM Summer Training as Research Scholars (STaRS) Program or equivalent departmental programs; teaching about the social determinants of health or serving as committee member to promote resident diversity; developing teaching for neurodiverse students.
* **Research.** Examples: Developing a program to support trainees from diverse groups (defined above) and fostering their career development experiences in preparation for an independent career in health-related research; developing a research program that investigates health inequities in health care delivery.
* **Administration.** Examples: Analyzing data and improving your clinic’s retention of diverse patients; analyzing data and improving inequities in health metrics for your inpatient service; developing systems to improve accessibility to healthcare to diverse/differently abled patients; leading a high school STEM summer program for diverse students.
* **Institutional citizenship/service.** Examples: serving on committees that address the inclusion and welfare of students, staff and faculty from diverse groups and backgrounds (as defined above).
* **Community service (regional, national, international).** Examples: serving on a Boston Public Health Commission’s Racism Task Force; providing health screenings or talks at community centers and religious gatherings attended by groups underrepresented in STEM; serving on your national professional organization’s Diversity Committee; Co-authoring a scientific statement for national organization on Structural Determinants of Health or Accessibility.

**References**

1. Canning CM and Reddick RJ. In Defense of Diversity Statements; <https://www.chronicle.com/article/in-defense-of-diversity-statements/>. *Chronicle of Higher Education*. 1/11/2019; accessed 2/20/2022.

2. Reyes V. Demystifying the Diversity Statement. *Inside Higher Ed* [*https://wwwinsidehigheredcom/advice/2018/01/25/how-write-effective-diversity-statement-job-candidate-opinion*](https://wwwinsidehigheredcom/advice/2018/01/25/how-write-effective-diversity-statement-job-candidate-opinion) *Accessed 3/4/2022*. 1/25/2018.

3. Golash-Boza T. The Effective Diversity Statement. *Inside Higher Ed* [*https://wwwinsidehigheredcom/advice/2016/06/10/how-write-effective-diversity-statement-essay*](https://wwwinsidehigheredcom/advice/2016/06/10/how-write-effective-diversity-statement-essay) *Accessed 3/4/2022*. 6/10/2016.