

Guidance to Applicants

Employees in the Division for Equity and Inclusion (DEI) are expected to promote an inclusive environment that encompasses and appreciates justice, equity, accessibility, and UNM's diverse student body. To this end, DEI requests statements as a part of applications for positions within the Division.

Below we provide guidance on the statement. Depending upon the position, the length of the statement can span a paragraph (about one-half page) to two pages. See the job ad for expectations concerning the length of the statement.

Typically, it is helpful if the candidate touches on (at least two of) the following:

- A description of present challenges faced by underrepresented groups (URGs) in the college and/or area disciplines that the candidate seeks to support.
- Examples of the candidate's past efforts to promote an inclusive environment.
- Future plans for promoting an inclusive environment.

To evaluate your statement, DEI hiring committees will consider the following:

1. **A description of present challenges faced by underrepresented groups (URGs) in higher education:** An applicant might discuss awareness of current hurdles faced by underrepresented groups (URGs) in relevant fields within the college. This can be portrayed by personal/lived experiences and/or by referencing published work by minoritized scholars on this topic. URGs could include but are not limited to the following: women, underrepresented racial minorities (URM), LGBTQIA+ communities, individuals who were/are first-generation college students, individuals with disabilities (IWD), veterans, and individuals from lower socio-economic backgrounds.
2. **Examples of applicant's past efforts:** An applicant might describe specific examples of past involvement and effort to promote inclusion, such as mentoring/advocacy, education/outreach, community service—all aimed at including URGs.
3. **Future Plans:** An applicant might provide examples of activities and plans that demonstrate a commitment to advance inclusion at UNM. Creative ideas are well received, but they must be feasible.