

The Contributions to Diversity Statement should describe your past involvement in activities related to diversity, equity and inclusion, as well as how you would envision contributing to opportunities to advance diversity, equity and inclusion within the role within the School. It should also demonstrate an understanding of the barriers facing under-represented groups (URGs) and of The Ohio State University School of Health and Rehabilitation Sciences' mission to develop transformational leaders who meet the educational, workplace, and healthcare needs of our diverse student, faculty, staff, and community populations.

Some faculty and staff candidates may not have substantial engagement in past activities. In such cases, we recommend focusing on future plans in your statement. However, please note that a demonstrated record of past effort is given greater weight than articulating awareness of barriers or stating future plans. A more developed and substantial plan is expected for senior candidates.

### **A) Understanding of Barriers**

Describe your understanding of the barriers that exist for historically under-represented groups in higher education and/or your field. This may be evidenced by personal experience, educational background, or professional experiences. For purposes of evaluating contributions to diversity, under-represented groups (URGs) include under-represented ethnic or racial minorities, women, LGBTQ, first-generation college students, people with disabilities, and people from underprivileged backgrounds.

### **B) Past Activities**

For all past activities, please be specific about the context, your role, scope or level of effort, and the impact. Below are examples of activities that qualify as contributions to diversity and equity. These are illustrative and by no means exhaustive.

*Mentoring/Tutoring:* This includes leading or participating in mentoring, advising, or tutoring members of underrepresented groups, including faculty, postdocs, students, or the broader community.

*Educational Outreach and Advocacy:* This includes sustained outreach efforts aimed at underrepresented students; attendance at a conference aimed at recruiting, supporting or advancing URGs; participation in panels or talks as a speaker on related issues; advocacy for changes in policies to support students, staff, or faculty from URGs.

*Committee Service:* This includes service to professional or community committees or boards that focus on diversity, equity, inclusion and/or climate.

*Research Activities:* This includes scholarship (grants, projects, articles, editorials, etc.) that contributes to our understanding of the health of UR populations and/or barriers facing URGs. Describe research that contributes to diversity and equal opportunity, including research topics focused specifically on URGs (e.g. food insecurity, global health) and activities within your research program to increase opportunities for URGs in the field (e.g. training grants, diversity supplements).

*Community Service:* This includes efforts outside of past or current jobs to support or advance URGs such as in a community organization (e.g. church, Big Brothers/Big Sisters, environmental justice organization).

*Other (e.g. recruitment/retention/teaching/community):* These include efforts to diversify your research group or lab; other efforts to diversify your department or field; development or use of pedagogies that address different learning styles and/or learning disabilities; development of a course on diversity, equity, and inclusion issues; professional development efforts to increase personal knowledge and ability to address diversity, equity, and inclusion issues.

### **C) Future Plans**

Describe how you plan to contribute to diversity, equity, and inclusion within your role at The Ohio State University School of Health and Rehabilitation Sciences and your profession, including activities you would pursue and how they would fit into your research area, division, school, campus, or national context. Be as specific as possible, but also realistic about your level of effort and time commitment.

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<sup>1</sup> <http://facultydiversity.ucsd.edu/recruitment/contributions-to-diversity.html>