

4CSD Nov 2023



# Diversity Statements 101

## Laying the Foundation



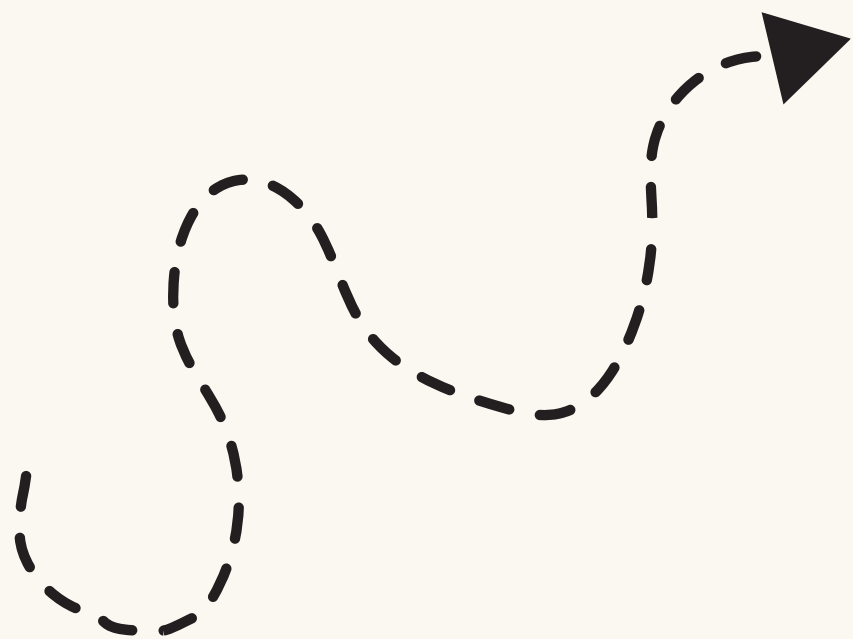
Flavio Medina-Martin,  
Director, Diversity and Inclusion  
College of the Canyons

“Diversity is the one true thing we all have in  
common...Celebrate it every day.” – Winston Churchill

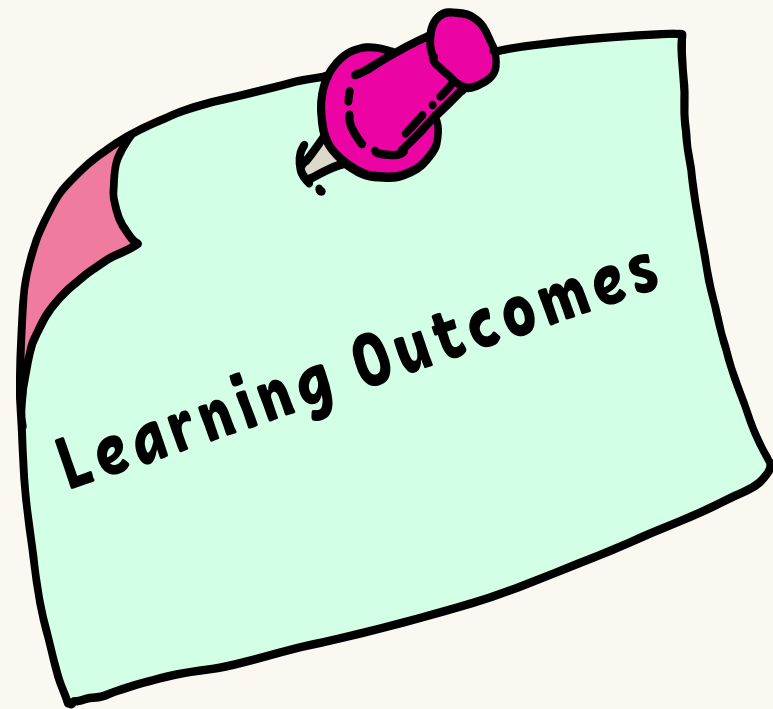




- **Learning Outcomes**
- **How to apply what you learn**
- **Questions to ponder on**
- **Exploring Operational Landscapes**
- **What Future Efforts to think about**
- **Activity**



“We need to help students and parents cherish and preserve the ethnic and cultural diversity that nourishes and strengthens this community-and this nation. - Cesar Chavez

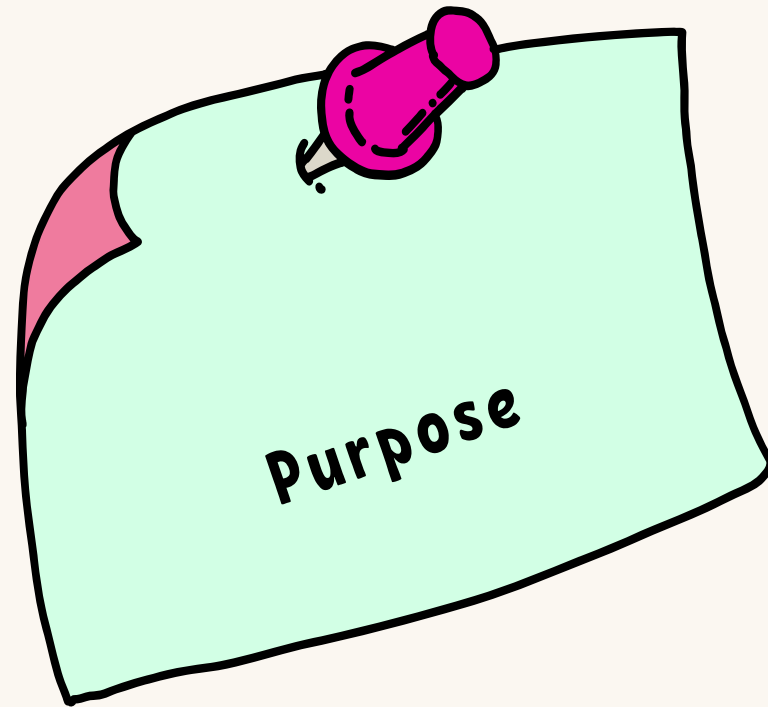


- To bring awareness of the various components of an effective diversity statement
- To develop a better self-reflective standing on diversity statements
- To recognize what a diversity statement is not
- How to enhance and grow your individual diversity statement





- A selection committee member when you asked to be on an interviewing panel (how to rate)
- A PD professional who may be ready for that next chapter in their upward mobility journey (Option)
- An ally to someone who may not fully understand the importance of diversity statements as part of someone's professional profile (serve as a resource)



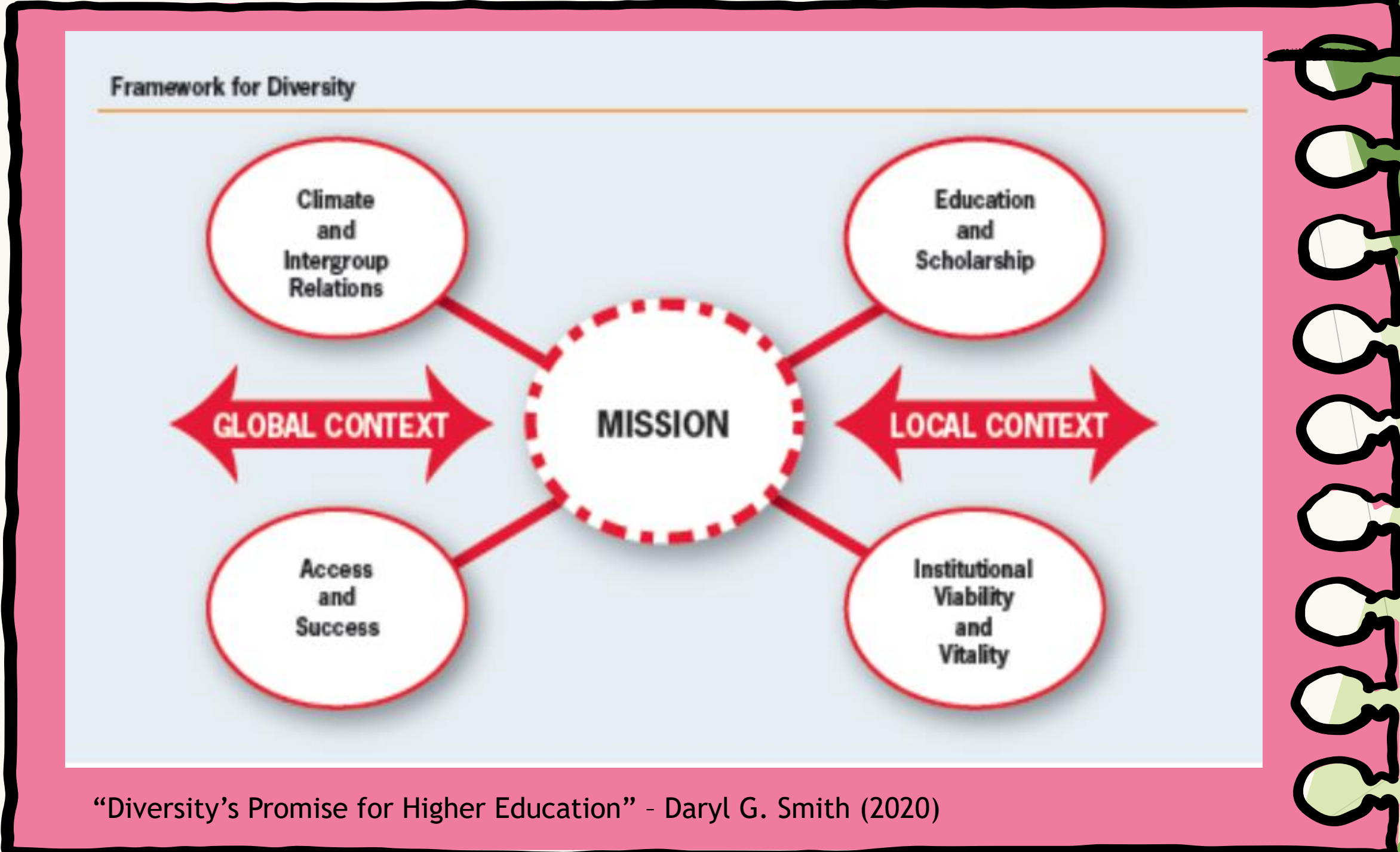
- **What are Diversity Statements/Purpose**  
“A diversity statement is a polished, narrative statement, typically 1-2 pages in length, that describes one’s accomplishments, goals, and process to advance excellence in diversity, equity, and belonging”

-Derek Bok Center for Teaching & Learning (Harvard)

**Purpose: Outlines how a candidate will contribute or enhance campus DEI efforts.**



Framework for Diversity





Where do I Fit In?  
Let's explore...  
(Three Phases)



## **Phase 1-Questions to ponder on**

4CSD Nov 2023

**What does diversity mean to me and why it is important?**

**Through my eyes, what is my interpretation of diversity**

**Do I understand the diversity goals of my campus/district**

**What have been some of my experiences either being part of a non-majority group, or interacting with diverse populations in the workplace (students/colleagues)**

**How has my thinking about diversity actively influenced my position, advocacy and/or deliberate actions as a PD practitioner**

**In thinking about the different roles I have held in my past and current role, what role have diversity issues played in PD program planning**

**As a PD practitioner, what role do I believe that advising /mentoring play in working with diverse populations**





## **Phase 1-Questions to ponder on**

4CSD Nov 2023

**How has my engagement with diversity help students, colleagues, and campus community and prepare for careers in a local/global society**

**Have my biases hindered others from growing? How can I challenge my conscious/unconscious biases that may exist in my decision-making process**

**When enhancing the KSA's of others, what is my contribution to infusing diversity into the planning/discussion of PD layers across all sectors of the campus**

**How can I challenge myself when I am working with a workforce or campus community that may not be diverse**



## Phase 2-How to Operationalize it on campus... in Practical terms

4CSD Nov 2023

Recognize various layers of under-represented populations at your campus

LGBTQ+populations

Justice-impacted populations

Single Parents

Latinx/Hispanic populations

Non-traditional/reentry

Houseless populations

African American/Black  
populations

Native American/Indigenous

Veterans

Foster Youth

People with disabilities

First-Generation

People with Visual/Audio Impairments

Exploration of cultural, social, and personal identities



## Phase 2-How to Operationalize it on campus... in Practical terms

4CSD Nov 2023

Include being *actively* involved in a committee or group focused on diversity, equity, campus climate and/or inclusion efforts across your campus;

Being part of a mentorship programs that supports under-represented or under-served groups as listed previously;

Being aware of challenges faced by historically underrepresented populations and being an advocate for awareness initiatives;

Community involvement/collaborations beyond your institutional walls



## Phase 3-What do future efforts look like

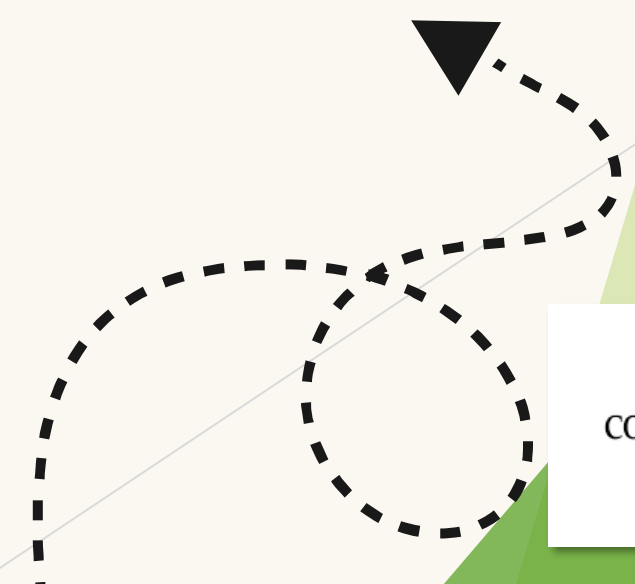
4CSD Nov 2023

- ♦ Research activities that specifically contribute to the growth and evolution of populations listed above
  - ♦ Future activities you might pursue in context of how they might fit into the landscapes of your professional development spheres (i.e. committees, department retreats, campus culture, campus FLEX activities, etc.)
- ♦ Being part of fun campus activities that outline these affinity groups.



# Activity

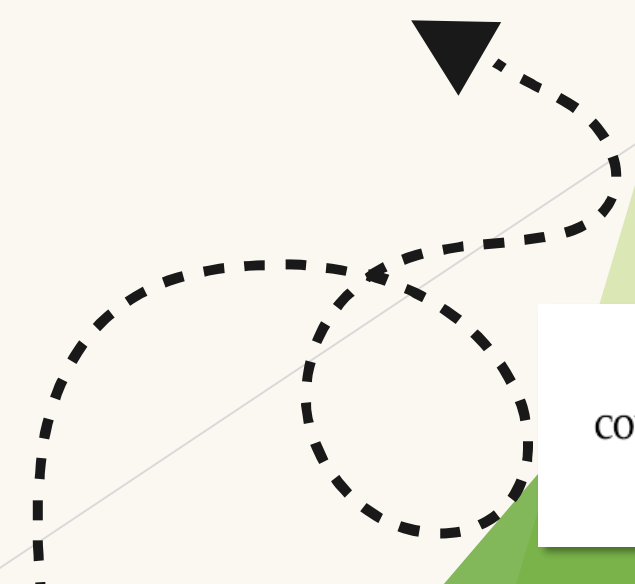
## Break out into 4 groups



Group 1	Group 2	Group 3	Group 4
Why is Div important and what does it mean to me	How does my engagement with diversity assist the campus community, prepare for folks	What are some spaces on campus where diversity is explicitly demonstrated? Reflect on specialized populations	What are any future activities that you will pursue (campus culture, committee work, dept retreats, FLEX sessions)
How has 'my thinking' of diversity influenced my position	How have I helped infuse diversity into the KSA's of my campus workforce	What are some committees, focus groups, advisory groups, task forces on campus that you have been involved with or would like to	Explore research opportunities that highlight the specialized pops - how do I begin and where on campus
What has been my interpretation of Diversity	How can I infuse a diversity lens into planning PD across all sectors of my campus	What have been initiatives or grant oppty's on campus that focus on under represented populations	What fun/exploratory events or activities on campus am I aware of that outline affinity groups mentioned
What role do I believe that advising/mentoring play in working with diverse populations	How can I challenge myself and others within my workforce that may not be diverse	What activities you have involved yourself with outside of the campus community	

4CSD Nov 2023

# Activity Group Recaps



# Diversity Statement Elements

A) Give a narrative to the understanding of what diversity is as it relates to your field of PD, the community college system or higher education as a whole (i.e. provide definitions of diversity, equity, inclusion)

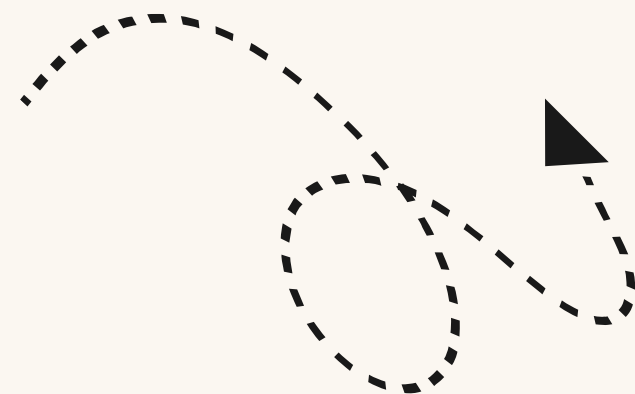
- ✓What are some barriers that you see for xxx (see listing of affinity groups)
- ✓What are your student demographics

B) What are current practical ways and deliberate efforts that you have been involved with to ensure that diversity is infused on campus

- ✓involved in task forces, committees, focus groups, research groups, grant opportunities, lead/create groups that focus on minoritized efforts

C) Future plans of enhancing diversity work on my campus

- ✓participation in panels; engaging with student or employee populations who reflect any of the affinity groups listed; attend more trainings yourself; challenge conscious/unconscious biases; obtain first-hand knowledge of the challenges of others



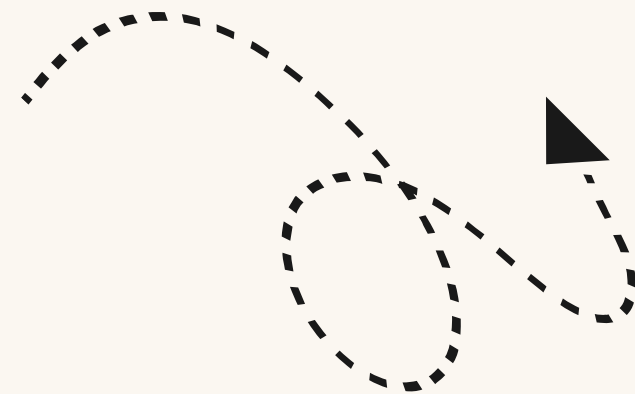


# Diversity Statement Elements

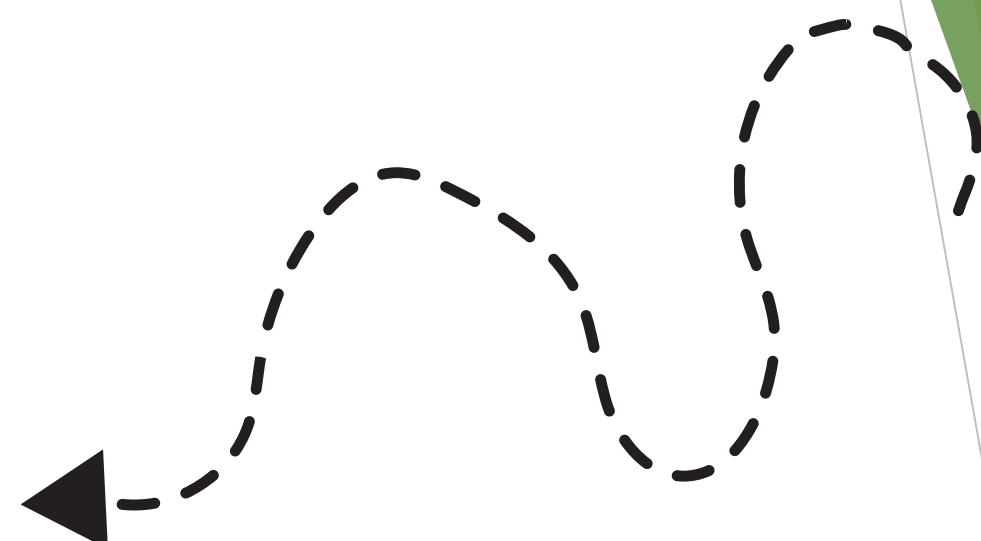
4CSD Nov 2023

Diversity Statements are “living” documents and narratives that are constantly changing and evolving.

The Diversity statement you come up with now may be different that a diversity statement you develop a year or several years from now. Be open to it.



4CSD Nov 2023



# Diversity Statements 101

## Laying the Foundation

Flavio Medina-Martin,  
Director, Diversity and Inclusion College of the Canyons

