



Diversity and Inclusion

Proactive Language Samples
October, 2015

Proactive language, when included in position advertisements/announcements, play an important role in conveying a serious value and commitment to diversity and inclusion particularly to members of underrepresented communities. The following samples are provided to convey a serious interest in recruiting a broad and diverse pool of candidates.

1. The University/unit is committed to building a diverse and inclusive educational environment. Applicants are requested to include in their cover letter information about how they will advance this commitment through their research, teaching and/or service.
2. We are especially interested in considering applications from members of underrepresented groups, first generation college graduates or who work on topics related to these issues.
3. Examples of our unit's/department's commitment to diversity and inclusivity can be found in our _____.
4. Applicants are requested to describe in their letter of intent how their scholarship/service contributes to diversity and inclusivity.
5. We are especially interested in qualified candidates who can contribute to diversity and inclusion through their teaching, research and service experience.
6. Applicants should have a demonstrated knowledge and experience with culturally responsive teaching methods and/or pedagogies to effectively engage broadly diverse student populations.
7. The unit is committed to maintaining a work environment that encourages knowledge of, respect for and development of skills to effectively engage with individuals from diverse communities. Please describe how your knowledge and/or experience will advance this commitment.

(Contact Debbie Mixon Mitchell, Ph.D. with questions at, Debra.Mixon@du.edu)