

Diversity and Inclusion Statement Review

(Please use this scale: 4 = Exceptional or Clearly Addressed; 3 = Adequate or Addressed Somewhat Clearly; 2 = Fair or Addressed but Unclear; 1 = Poor or Not Addressed)

| Knowledge and Awareness | Experience and Activities | Plans |
|---|--|---|
| <p>General: Uses sensitive language, demonstrates comfort when describing diversity-related issues</p> <p>Aspects of diversity (e.g., race, ethnicity, culture, gender, sexual orientation, socioeconomic status, disability status, immigration status, first-generation): Identifies and discusses many intersectional aspects of diversity</p> <p>Importance of inclusion: Discusses inclusion as an active process; recognizes barriers that individuals and groups face</p> <p>Consequences of inequality: Discusses challenges created by inequality in terms of resources, access, and opportunity</p> <p>Consequences of underrepresentation: Discusses (under)representation and the role it plays in inclusion and creating an atmosphere of belonging</p> | <p>General: Activities span professional arenas (e.g., teaching AND outreach/service) and show consistent track record appropriate for career stage</p> <p>With students/student programs: Describes multiple instances of involvement with diversity/inclusion groups, programs, etc. Activities are described in depth</p> <p>Adapting teaching practices: Demonstrates attention to diversity/inclusion in teaching practices</p> <p>Mentorship, research activities, etc.: Describes sensitivity to diversity/inclusion in research and mentoring activities</p> | <p>General: Plans are contextualized within the goals and challenges of the University and the state of Nebraska</p> <p>Involvement with or creation of programs, initiatives, etc. that advance equity at the University: Describes specific activities/programs and plans to get involved; identifies specific ways to advance equity at the College and/or University</p> <p>Involvement with or creation of programs, initiatives, etc. that advance equity in the community, in K12 settings, etc.: Describes detailed plans to advance diversity and inclusion goals beyond the University through community outreach activities, K12 programs, etc.</p> |
| Comments for score of 1 or 2 | Comments for score of 1 or 2 | Comments for score of 1 or 2 |
| | | |
| Other comments | Other comments | Other comments |
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