



Guidance to faculty applicants for drafting a RBHS Contributions to Equity, Diversity, and Inclusion Statement

This statement should describe your past experience, activities, and future plans to advance diversity, equity and inclusion, in alignment with the RBHS mission to meet the educational, clinical, and research needs of the diverse populations we serve. Some faculty candidates may not have substantial past activities. If that is the case, we recommend focusing on future plans in your statement ([see sample statements here](#)). A more developed and substantial plan is expected for candidates seeking major leadership roles.

Past Experience/Activities:

Describe your awareness of inequities and challenges faced by those historically disadvantaged and marginalized from the research and academic mission, as informed by your past experiences or background, if applicable.

- **Mentoring:** If you mentored students, post-docs, trainees, staff or faculty from diverse backgrounds, describe the specific context and objectives. Include details that may be relevant, including the number of people, duration, and outcomes (i.e., success and progress of diverse mentees during and after mentoring, including employment, advancement, etc.). Note: The University's definition of diversity includes, but is not limited to, ethnicity, race, gender expression or sexual orientation, socioeconomic status, disability, or other personal or professional characteristics that have led to systematic marginalization from the research and academic mission. Schools/Units are also encouraged to review the NIH's diversity definition which complements and provides additional clarity to the University's definition. The NIH's definition can be found at: <https://diversity.nih.gov/about-us/population-underrepresented>.
- **Committee(s):** If you served on a committee that focused on diversity, equity, inclusion, describe the committee's and your role. Include your position and some relevant details.
- **Research:** If any of your past research effort specifically addressed health disparities, or contributed to diversity, equity and inclusion efforts, describe the work and any impact it has had on the university or broader community.
- **Clinical:** If your clinical work contributed to promoting health equity and improving the health of marginalized or vulnerable populations, describe the work.
- **Other Activities (e.g. recruitment/retention/teaching/community):** Describe the activity, your role, as well as its context and impact.

Planned Activities:

Provide information on activities you would like to pursue or continue to pursue while at RBHS and how they might fit into your work or interests. For each proposed activity, describe the role you envision and what you would like to accomplish in the next two to five years. Be as specific as possible, but realistic in

terms of your effort and time commitment. Contributions to diversity, equity and inclusion activities can take a variety of forms, including:

- Efforts to advance equitable access to education and mentoring and outreach for diverse individuals at all levels (e.g., pathway programs that train individuals from health disparity populations in the biomedical sciences)
- Public service that addresses the needs of diverse populations such as: presentations, partnerships with community-based organizations/groups with a goal of improving health;
- Research in a scholar's area of expertise that: discovers, documents and seeks to understand health disparities and improve the health of marginalized or vulnerable populations;
- Teaching: incorporating inclusive teaching skills, health disparity issues, and development or use of pedagogies that address different learning styles and/or abilities;
- Clinical care: contributing to promoting health equity, reducing health disparities and improving the health of marginalized, underserved, or vulnerable populations;
- Service: Participating in programs that include a focus on diversity and inclusion and/or addressing health disparities
- Administration: Developing and utilizing resources and tools that encourage the recruitment and retention of diverse individuals, diversity and inclusion training of learners, faculty and staff.

The following Rutgers and RBHS campus resources may help identify ways for faculty to contribute to equity, diversity and inclusion while becoming a part of the beloved community at Rutgers.

[RBHS Faculty Affairs/Diversity and Inclusion](#)

[Rutgers University Equity and Inclusion](#)