



### **SAMPLE Statements of Contributions to Diversity**

#### **Faculty with a research focus:**

I am sensitive to the challenges that women and ethnic minorities face in academia. Thus, over the last few years I have become determined to act towards creating an inclusive environment that is more inviting towards all students addressing the needs of students from underrepresented minority groups, women, and socioeconomically underprivileged students. I hope to expand on this work as a faculty at Rutgers.

As a postdoc at NN, I have been closely working with Professor Z on these fronts. Together with Prof. Z, the university's Division of Equity and Inclusion, and the mentoring Office, we have created a mentoring program for students. We hold office hours where diverse students discuss their personal and academic challenges. The issues they bring up range from their limited finances, interpersonal relationships, cultural differences, to questions about research careers.

As a faculty member at RBHS, I will be fully aligned with the aspirational vision stated in the RBHS diversity statement and would propose the following activities in pursuit of inclusive excellence:

- As a research mentor, I welcome all our diverse students and postdocs and commit to fostering their careers. I hope to collaborate with the School's diversity pipeline programs in order to recruit and mentor students from disadvantaged backgrounds and marginalized and/or historically underrepresented minority groups for my summer research program.
- I am excited to engage in the virtual cafes for women that are offered since I would like to be part of a community at Rutgers.
- I will also continue to build my own skillset by enrolling in the "implicit bias and othering" workshops offered by the University.

In conclusion, I believe academia must strive to a more inclusive approach – welcoming and embracing different socioeconomic, ethnic, gender groups, etc. – and value a broad pool of thought processes and worldviews. RBHS commitment to diversity and inclusion resonates with my desire and responsibility to contribute as an inclusive scientist, educator, and activist.

#### **Faculty with a clinical and/or teaching focus:**

I am a first generation to college individual from a working class family. Enduring energy, persistent ambition, and academic aptitude enabled me to complete college and graduate school while working. My core values of social justice, service, and integrity have provided the compass that has guided me in my ten-year academic journey. During my time at XYZ School, I have been a diversity champion for my department. I routinely taught as a small group facilitator for the School's health equity course. I served on the committee in my hospital that worked to add an EHR medical history question asking patients about personal and cultural health beliefs.

I have worked for the last decade in an urban tertiary care center that serves as a safety net health system for an underserved community and X% residents live below the poverty line. Many of my patients speak English as a second language and the practice has a large number of XYZ speaking patients. I have lobbied successfully for a phone interpreter service and translations of the medical and history forms in regional languages; and was on a committee that created a new role as patient advocate in the clinics for patients at high risk for stigma, unconscious bias, or othering. I precept students in the student run medical clinic that provides care for the uninsured. I have also provided mentoring support to diverse students and residents in the last 10 years. As clerkship director I have supported the scholarship application for X students from underrepresented groups, of which X won awards.

I am committed to continuing my pursuit of efforts to enhance diversity, equity and inclusion at RBHS. I am very interested in serving as an Equity Advisor for my school and serving on the current Climate Transformation committee. I am a first generation to college faculty member who will continue to mentor those whose dreams seem a galaxy away.