Writing Diversity Statements for Job Applications

In order to ensure success in today’s globally competitive society, a statement of diversity often strengthens one’s job application. A diversity statement can take the form of a simple statement at the top of one’s resume, a short letter as an additional material to applications, or a paragraph featured in the cover letter. An effective statement of diversity analyzes how diversity is present in one’s life and explicitly states the how it will benefit performance in the workplace. Provided below are a few examples:

- *In my past positions I have worked with diverse populations and encouraged the success of a cross-cultural environment. An example of my promotion of an inclusionary environment is...*

- *It is important to note that diversity in the workplace is less where someone is born or what their religion is, and more how a group of very different people learn, teach, and communicate with one another. My role as a manager at XYZ has taught me that diversity is not just cultural and ethnic, it encompasses different ages, backgrounds, learning preferences, intelligence levels, gender, and more. Diversity in the workplace should be openly discusses and celebrated as it is refreshing to see the world from a new viewpoint.*

  (to be included in a cover letter or resume header)

- *As an applicant with an international background, I am personally able to identify with the challenges faced by members of a diverse population. My own experiences have given me the opportunity to appreciate the necessity for diversity in the workplace. It is my hope that because of my background I will be able to bring fresh experiences and viewpoints while simultaneously promoting the inclusion of those different from mine.*

  (to be included in outside documentation)