



Statement of Contributions to Advancing Diversity, Equity, and Inclusion (DEI)*

At USC Upstate, our strength lies in our diversity. We share a commitment to foster an inclusive environment that affirms identity, embraces our university's core values of wellness, equity, and civility, and celebrates the unique dimensions of every Spartan. This perspective is consistent with the ongoing commitments of the University of South Carolina. Therefore, we ask candidates for senior positions to demonstrate as part of their application how you have contributed to advancing DEI in your previous and current work. Your cover letter might explain specifically how you aspire to advance DEI efforts at USC Upstate.

Guidelines for a Statement of Contributions to Advancing DEI

The statement (1-2 pages) should provide reviewers of the application with perspective on your understanding of DEI, as well as a list of examples of ways your teaching, research, service, and/or professional work have contributed to advancing DEI, broadly defined. This outline provides suggestions of what to include in your statement:

1. **Context:** This introduction should explain the ways your experiences and learning have shaped your understanding of diversity, equity, and inclusion.
2. **Contributions in Teaching (if relevant):** examples of how your teaching (broadly defined) reflects your understanding of and commitment to advancing DEI
3. **Contributions in University Service (if relevant):** examples of how your university service (such as leading units/divisions, developing and implementing policies, programming, advocacy for students and/or employees) reflects your understanding of and commitment to advancing DEI
4. **Contributions in Public Service (if relevant):** examples of how your service in your community reflects your understanding of and commitment to advancing DEI
5. **Contributions in Research (if relevant):** examples of how your research/scholarship/creative activity (broadly defined) reflects your understanding of and commitment to advancing DEI

* USC Upstate gratefully acknowledges the work of other universities in articulating and evaluating Statements of Contributions to DEI. Our efforts are adapted from the best practices of such institutions as [Cornell University](#) and the [University of California Santa Cruz](#).