

Required “Diversity Statement” in Recruiting Faculty Positions Senate and Non-Senate Faculty School of Medicine

As it is the intent of the University of California to ensure consistent search processes that prohibit discrimination and interrupt implicit bias, the School of Medicine has made the decision as a “Best Practice” to also require our non-senate faculty recruitment applicants to submit a statement on previous and/or potential contributions to diversity, equity and inclusion as part of their application materials.

Please update your current recruitments and future recruitments as follows:

New recruitments in AP Recruit:

- “Statement of Contributions of Diversity” is a “required” document.

Existing recruitments in AP Recruit

- We highly suggest that your departments go into AP Recruit to change the existing recruitments with the “Statement of Contributions of Diversity” as an “optional” document to a “required” document.
 - If your recruitment already has an applicant, department staff will not be able to change the document type, but we suggest that you reach out to the applicants to encourage them to submit the statement.