

# Candidate Diversity, Equity, and Inclusion Statement Rubric

*Candidates for IANR faculty and administrative positions are required to submit a statement describing the value they place on diversity and their anticipated contributions to creating inclusive environments in which every person and every interaction matters.*

**Guidelines for evaluating these statements:**

On a scale of 1 to 3 (with 3 reflecting the highest degree), indicate the degree to which the statement reflects:

	1	2	3	Comments in Support of Rating
Clearly defined values related to diversity, equity, inclusion, and belongingness.				
That the candidate is living up to the values in real and significant ways.				

Indicate the degree to which the statement appears:

	1	2	3	Comments in Support of Rating
Authentic				
Compelling				
To describe the impact of the work they have already done related to diversity, equity, inclusion and belongingness.				
To describe what they plan to do to promote diversity, equity, inclusion and belongingness if hired in the new role.				