

Diversity, Equity and Inclusion

UC Berkeley occupies a unique place in US history, and Berkeley Haas is a unique business school. The creativity of the Bay Area ecosystem is fueled by the many different voices and diversity of perspectives that are working towards similar goals. One of our application requirements is a statement on Diversity, Equity and Inclusion (DEI). This statement is important to us, and will be evaluated by our faculty and central campus as part of your application. The reason that we ask for this statement is that we are very interested in understanding your perspectives, and hope to generate introspection and discussion throughout the process. As a public institution, the University of California is committed to creating an inclusive climate for all individuals.

Definitions:

Diversity: The variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance.

Equity: The act of overcoming societal barriers including racism, sexism and socioeconomic challenges that prevent the full participation of individuals from all groups.

Inclusion: Effort through personal actions, programs, and policies to ensure that all individuals feel welcome, respected, supported, and valued.

Your statement should discuss the following:

- 1) Understanding DEI: How do you think about diversity, equity, and inclusion, including factors that influence underrepresentation of particular groups in academia, and the experiences of individuals from particular groups within academia?
 - a) Your understanding could be shaped by personal experience. Please let us know, but only if you feel comfortable sharing them.
 - b) Your understanding could be shaped by academic papers in your core discipline. If so, please be specific.
 - c) Your understanding could be shaped by reading outside your core discipline. If so, what did you read and what did you learn? Please be specific.

2. Track Record on DEI: Have you been involved in activities to advance or promote a diverse, equitable, and inclusive environment or institution? We note that activities could be large and organized or they could be specific and very personal. Please tell us the role that you played, what you did, what happened and what you learned from the experience.
 - a) You could have volunteered for an organization. Please let us know.
 - b) You could have mentored someone, either formally or informally. Why did you do it and what happened?
 - c) You could have taken a position on an issue. What was it, and why did you?

3. Plans to further DEI: Coming into a new institution will involve changes and being busy! Please let us know how you plan to integrate DEI into your role as a faculty member, including new or existing initiatives you would like to be involved with.
 - a) You might be interested in specific campus or academic services. Please let us know and be specific.
 - b) You might have ideas about how to incorporate DEI into the classroom, which is an important part of teaching at Haas. Please let us know your ideas, and be specific.
 - c) Is there a future path to your research that might include DEI? If so, please let us know.