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Creating a DEI Statement for Yourself: How and Why to do it!

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Creating a DEI Statement for Yourself: How and Why To Do It!

Friday, February 3, 2023, 12:45 pm - 1:45 pm

Session Objectives

1. Describe what a DEI statement is in your own words.
2. Identify why DEI work is important to you and your career path.
4. Identify goals for DEI-related work.
5. Develop the skills to write a draft statement related to your DEI work.

Session Considerations

- It's ok to not have answers to questions in the handout. We are here learning together and out loud in front of one another. Today is to practice talking about DEI. Be brave! Take risks!
- We are all here with differing levels of interest and confidence in this topic. We recommend that you focus on self-growth more than how you compare to others.
- It's okay if you haven't engaged in DEI-related work. Understanding your starting point with DEI work is great. Think about how you want to participate in DEI work going forward.

Why are DEI statements important

- Increasingly, they are required as part of applications for faculty positions, internships, etc.
- Gives applicant a chance to share DEI work and aspirations as part of what they bring to the table
- Gives those reviewing applications a chance to see applicants dedication to DEI

DEI Statement Worksheet

- 1) How prepared you feel to write a DEI statement from 1 to 5 (1 = not prepared at all, 5 = completely prepared).

1 2 3 4 5

- 2) How important do you think having a DEI statement is for your future? (1 = not at all important, 5 = very important)

1 2 3 4 5

- 3) Brainstorm - write down 5 to 10 words that come to mind related to your passion, interest, curiosity about DEI work.

- 4) List projects/accomplishments related to DEI work you have been involved in over the last 1-2 years.

- 5) What aspirations do you have around DEI work? What would you like to achieve in this realm over the next 1-2 years?

- 6) What are next steps for you with regards to creating a strong DEI statement? (Pick something that you will strive to accomplish in the next 1-2 weeks.

DEI Statement Rubric

Student:

Reviewer:

Knowledge about Diversity, Equity, Inclusion, and Belonging [5 points max]	<p>1 - 2</p> <p>Little to no evidence of awareness of DEIB issues in higher education or their field</p> <p>3</p> <p>Some evidence of awareness, but falls short of significant knowledge base or deep interest</p> <p>4 - 5</p> <p>Clear and deep understanding of dimensions of DEIB in higher education</p>
Track Record in Advancing Diversity, Equity, Inclusion, and Belonging [5 points max]	<p>1 - 2</p> <p>Describes few or no past efforts in any detail</p> <p>3</p> <p>Some evidence of past efforts, but not extensive enough to merit a high score</p> <p>4 - 5</p> <p>Sustained track record of varied efforts to promote DEIB in teaching, research, or service</p>
Plans for Advancing Diversity, Equity, Inclusion, and Belonging [5 points max]	<p>1 - 2</p> <p>No personal plans to advance DEI</p> <p>3</p> <p>Some ideas about advancing DEI, but not much detail</p> <p>4 - 5</p> <p>Clear and detailed plans for advancing DEI</p>

- The above rubric was taken from UC Berkeley – [link here](#)

Sample DEI Statements

What are strong and weak points in each? Feel free to use the rubric to help support your evaluation.

Statement 1

Early in my medical school years, I understood that a large portion of my energy as a physician was going to be working with underserved communities. I got involved in as many efforts to serve patients, families and communities who slipped through the cracks of our health and healthcare systems. I didn't know at that time I would end up in New Mexico, at UNM, or that I would have a focus on improving health in American Indian communities. I also did not understand my un-earned privilege as a white, heterosexual male, soon-to-be-physician.

Now two decades removed from those medical student days, I am proudly a New Mexican and proudly a faculty at UNM who stands for diversity, equity and inclusion (DEI). I continue to work on how to address my white privilege and raise up the voices of colleagues, youth, and community leaders of color. In addition to many informal ways that I support DEI, I have begun to take on larger and more formal roles in this realm. A few examples...

Statement 2

I am committed to promoting diversity, equity, and inclusion (DEI) in my clinical work, research and training programs. I have completed Bias 101 and Safe Zone training, and proudly display an equity sign on my laptop. On two occasions while using my laptop at a coffee shop, I have been approached by a complete stranger who said 'thank you for your support'.

In addition, 3 years ago I was asked to serve as a mentor to students enrolled in the UNC Science Enrichment Preparation (SEP) Program. SEP is an 8-week, honors-level academic enrichment program that targets first-generation, underrepresented minority, rural, and/or socioeconomically disadvantaged undergraduates seeking admission into graduate health professional programs. Students shadow a UNC faculty member in an area of their interest. Over the last 3 years I have mentored 4 students and remain a mentor to one of them. This activity is one of the most rewarding mentoring experiences for me because the students are eager, genuine and respond positively to any advice and guidance on their quest for a career in medicine. As I move forward in my career, I intend to continue to include issues of equity and inclusion in my bedside teaching. I commit to annually attending a seminar offered by the University Office of Diversity and Inclusion to learn more about the intersectionality of race, gender, and sexual orientation in clinical care and medical education, and to confront my own biases and the biases of our medical culture to improve inclusivity in my environment.