**Virginia Commonwealth University’s**

**Statement of Contribution to Diversity, Equity and Inclusion**

**Required for all faculty searches**

As a preeminent national, urban, public research university and academic health center, Virginia Commonwealth University is committed to organizational diversity, equity and inclusion - an environment where all can thrive in their pursuit of excellence.

Applicants are requested to submit a Statement of Contributions to Diversity, Equity and Inclusion (typically between 150-300 words) providing your career aspirations and contributions toward promoting diversity, equity, and inclusion. Through this statement, you can share how your lived experiences, and academic and professional activities will impact your contributions to VCU’s mission of promoting equity and inclusion.

*Note: Examples include working with others to further the goals of equity and inclusion; leading in any capacity that tangibly promotes an environment where diversity is welcomed, fostered, and celebrated; creative activity, research and scholarship that promotes equity and parity; teaching and mentoring students, and/or engaging with faculty and/or staff from traditionally BIPOC groups to create a positive and successful organizational experience.*

*VCU’s evaluation of a candidate’s Statement of Contributions to Diversity, Equity and Inclusion will be viewpoint-neutral. VCU does not engage in unlawful discrimination in the context of hiring decisions, to include based on the ideological beliefs or viewpoints of the candidate or a perception of such beliefs or viewpoints. VCU is committed to an environment free from unlawful discrimination and that promotes freedom of inquiry and expression.*