The debate over DEIB and statements by faculty candidates comes down to two questions: Is it important to hire faculty who are sensitive to diversity and inclusion? And do DEIB statements provide a meaningful tool to assess that sensitivity? Faculty are experts in their fields of study and have unique background experiences and future plans. A candidate of any race can write a compelling DEIB statement. And they do because DEIB statements are part of almost all faculty searches at UC Berkeley. UC Berkeley faculty members.

First, are DEIB statements required in the recruitment process? Faculty hiring is based on excellence in teaching, research, and service. A key component of excellence in a faculty recruitment process is the ability to teach all students across different learning styles, preconceptions, and prior experiences. A key component of excellence in research is the ability to work productively across different identities. But are DEIB statements part of this excellence?

Second, are DEIB statements useful as one of many considerations to help ensure diversity, equity, inclusion, and belonging? DEIB statements are one way to showcase meritorious skills, enabling hiring committees to select those candidates most likely to succeed as faculty members. DEIB statements are rooted in specifics, of a candidate’s past experience and future plans. A candidate of any race can write a compelling DEIB statement. And they do because DEIB statements are part of almost all faculty searches at UC Berkeley.

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By ERWIN CHEMERINSKY AND SHARON INKELAS

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