

Office for Faculty Equity & Welfare (/)

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» Contributions to Diversity, Equity, Inclusion, and Belonging

Contributions to Diversity, Equity, Inclusion, and Belonging



Guidelines for Assessing Faculty Candidate Contributions to Advancing Diversity, Equity, Inclusion, and Belonging at Berkeley

Advancing diversity, equity, inclusion, and belonging are responsibilities of all Berkeley faculty through their research, teaching, and/or service. As a public institution we expect all new hires to meet our equity and inclusion standards for excellence. These responsibilities are codified in both the [UC Berkeley Principles of Community](https://diversity.berkeley.edu/principles-community) (<https://diversity.berkeley.edu/principles-community>), and [The University of California Regents Policy 4400](http://regents.universityofcalifornia.edu/governance/policies/4400.html) (<http://regents.universityofcalifornia.edu/governance/policies/4400.html>). Advancing diversity, equity, inclusion, and belonging also supports our campus goals for diversifying the faculty and creating an inclusive campus climate for all individuals. The purpose of this webpage is to provide candidates for faculty positions and faculty search committees information about how to consider and evaluate contributions to diversity, equity, inclusion, and belonging throughout the faculty search process.

From the UC Berkeley Principles of Community

(<http://diversity.berkeley.edu/principles-community>):

“These principles of community for the University of California, Berkeley, are rooted in our mission of teaching, research and public service. They reflect our passion for critical inquiry, debate, discovery and innovation, and our deep commitment to contributing to a better world. Every member of the UC Berkeley community has a role in sustaining a safe, caring and humane environment in which these values can thrive.”

Among the principles:

“We recognize the intrinsic relationship between diversity and excellence in all our endeavors.

“We embrace open and equitable access to opportunities for learning and development as our obligation and goal.”

Support for Candidates for Faculty Searches

(<https://ofew.berkeley.edu/support-faculty-candidates>)



Support for Faculty Search Committees

(<https://ofew.berkeley.edu/support-faculty-search-committees>)

From the Regents Policy 4400: Policy on University of California

Diversity Statement:

“The diversity of the people of California has been the source of innovative ideas and creative accomplishments throughout the state’s history into the present. Diversity – a defining feature of California’s past, present, and future – refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, gender identity, socioeconomic status, and geographic region, and more.”

“The University particularly acknowledges the acute need to remove barriers to the recruitment, retention, and advancement of talented students, faculty, and staff from historically excluded populations who are currently underrepresented.”

(<http://www.berkeley.edu>)

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