



Stop Requiring DEI Statements from Faculty Applicants

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Last year, I applied to 29 faculty jobs. Almost every job posting required a DEI statement that describes my approach to advancing diversity, equity, and inclusion as a future faculty member. I expected that as part of my faculty job search, especially in education, I would need to have this type of document ready to go.

To be honest, I hated writing those statements. They all felt performative and more concerned with using the appropriate buzzwords than with my actual philosophy of teaching, research, and service. Other faculty advised me tackle those strategically: Each statement should reflect the specific language that the university used (some used DEI, while others used social justice or belonging). I was also advised to self-identify in my statements (and my application in general) by including my social identity demographics (e.g., "As an Arab, queer, Muslim,..."). The goal was to give indications of the diversity I would bring to a faculty position. One colleague infamously exclaimed, "You don't want them to think you're just another straight white guy!"