

Equity and Diversity Statement Guidelines

CSULB is a federally designated Minority-Serving Institution and Hispanic-Serving Institution. The total student enrollment in fall 2018 was 36,846 of which 42% are Hispanic, 21% are Asian American, 4% are African American, 58% are women and 55% are the first generation.

The diversity statement is a way for you, as an applicant for a tenure-track position, to show a commitment to diversity, equity and inclusion. This statement is your opportunity to show how you will be able to work with our students. Please respond to, at least, the first question. You may also respond to the second and/or third, and you may include any other information that you think would help us understand your ability to work with our students.

- Describe your pedagogical practices that foster an inclusive learning environment for our diverse student population. You may define teaching broadly to include curriculum, pedagogy, or climate, and teaching that occurs outside the classroom setting.
- In what ways have your experiences shaped your perspectives, behaviors or actions about or towards others, and what did you learn from these experiences?
- What activities, outside of the area of teaching, do you plan to engage in as a faculty member that would address diversity, equity and inclusion?

California State University, Long Beach is committed to providing highly valued undergraduate and graduate educational opportunities through superior teaching, research, creative activity and service for the people of California and the world. The University places value on educational opportunity, excellence, diversity, integrity and service.

One of the three priority areas for CSULB is **Inclusive Excellence**: CSULB is home to a community of students and faculty who are diverse in many dimensions: race, ethnicity, religion, sexual orientation, ability, and much more. The university encourages an inclusive culture of respect, collegiality, and civility. CSULB strives always to promote respect for all, support diverse perspectives, provide opportunities to engage in controversial issues with mutual respect, and offer opportunities to serve others. In a healthy, safe, and supportive campus environment, CSULB strives to provide holistic development for students.