

Equality, Diversity, and Inclusion (EDI) Statements

1. What is an EDI Statement?

An EDI statement outlines your commitment to fostering equality, diversity, and inclusion within the context of teaching and research.

It should be evidence-based, highlighting what you have done in the past as well as what you would do if you were appointed to a role.

2. When is an EDI statement required?

An EDI statement is sometimes requested as part of the application process for a lectureship. The application process for a lectureship varies from one institution to another. **Read the requirements carefully. You could be deselected for not following the application instructions correctly.**

Even if an EDI statement is not requested at the application stage, it is useful to prepare an EDI statement as you may be asked about issues related to EDI during a lectureship interview.

3. Preparing to write an EDI statement

Before starting your EDI statement, do some research on the institution you are applying to. Look at online information that describes their approach to EDI. This will help target your EDI statement to the needs of the institution.

Address the following questions:

- What are the institution's EDI priorities and goals?
- Does the institution attract and support particular cohorts of students? What issues might these cohorts face?
- What does the institution currently do to address EDI in its teaching and research?
- What type of language does the institution use in its online, EDI material?

Then brainstorm the following topics:

- **Your understanding of EDI:** What is your understanding of EDI, particularly in the context of the institution you are applying to?
- **Goals:** Write down your ambitions in relation to EDI. How can you help the institution achieve their goals?
- **Personal and professional development:** List any training and development activities that have helped in your understanding of EDI. How have you applied this understanding?

- **Experiences and stories:** Recall any personal experiences that may have shaped your perspective of EDI within academia.
- **Public engagement and outreach:** List your involvement in activities and events that reach a range of people.
- **Collaborations:** List your involvement in any collaborations or teams where a diversity of backgrounds and perspectives were important. These collaborations may or may not relate to your research area.
- **Mentoring and allyship:** Recall and describe any mentoring that you have been involved with as a mentor or mentee. Have you been a role model for a particular group of people in academia?
- **Teaching:** List strategies, tools and approaches you have used to ensure that your teaching is accessible and inclusive.

4. Activities that evidence EDI commitment

Hiring committees are unlikely to be looking for one type of experience to illustrate your commitment to EDI, so think broadly.

If you have limited experience, you will need to focus on your goals and aspirations for improving EDI at the institution you are applying to.

Here are some examples of activities that show commitment to EDI:

- Curriculum design that represents diverse perspectives and voices.
- Teaching and learning methods that are designed with neurodivergent students in mind.
- Acting as a mentor/ally/advocate for LGBTQ+ students.
- Involvement in programmes that support under-represented groups in academia e.g., involvement in programmes such as [Black British Academics](#).
- Volunteering to sit on recruitment panels, when relevant, to ensure equal representation.
- Participation in diversity committees.
- Involvement in initiatives to encourage more women into specific disciplines.
- Outreach work in low and middle-income countries.

- Carrying out research on a particular aspect of EDI e.g., why women are underrepresented in senior academic positions.

5. Structure of an EDI statement

EDI statements are usually 1 – 2 pages long.

There is no universal way to structure an EDI statement. Look at examples of EDI statements online for inspiration.

One way to structure an EDI statement would be to use a series of headings such as these:

- Understanding and context
- Experience and evidence
- Goals and ambitions

Understanding and context

Discuss your understanding of EDI with reference to the institution's goals and priorities. Say how you came to this understanding, perhaps drawing on personal experience and citing relevant literature. If you use personal experience apply your learning to your teaching and research rather than giving too much detail about your own lived experience.

Experience and evidence

This is where you can describe the ideas that you brainstormed during your preparation.

This section should be the most substantive part of your statement. Give specific examples of any experience, training and initiatives that relate to EDI. Say how you have applied your learning in your research and/or teaching practice.

Goals and ambitions

When you write about your goals and ambitions regarding EDI, keep the institution's priorities in mind.

Re-read their EDI policies and double check the requirements for the EDI statement. Familiarise yourself with the types of committees at the institution and read about their research culture.

Describe how your experience will help the institution to reach its goals and ambitions.

6. Revising and reviewing

Reflect on how your EDI statement fits into your overall application. Try to avoid any duplication.

Come and see the PFDC for your application. Finally, edit and proofread thoroughly!

Contact us:
pfdc-support@imperial.ac.uk

