Diversity Statement Tips/Best Practices

● Research the employer! Be sure that your interests and values align with theirs. Every opportunity won’t be a great fit for every person.

● Know how the employer defines diversity so you are sure you qualify for the opportunity.

● Be sure you understand the essay prompt and answer the direct question posed.

● Be authentic; tell YOUR story. Understand who you are and what unique qualities you bring to the table. This is your special sauce, highlight it and understand the value add of this or these qualities and experiences. Keep in mind that you should not share anything that you feel uncomfortable speaking about. If you make it to the interview phase, you may be asked questions.

● Do not rehash your resume. Connect your experiences to your commitment to diversity. “Show, Don’t Tell.” This is a mantra in journalism and it means show your story through evocative details, don’t “tell” or lecture or talk about things when you could take the reader into the experience with you through your story and the details.

● Don’t write an “essay” pontificating on diversity and why it’s important. Firms already know why they think diversity is important. Plus, why waste an opportunity to tell them more about you and your life.

● Be mindful of essay deadlines and word count criteria.