

The following is a list of currently existing university job listings with required DEI statements or with DEI as a required qualification for the position. This list is not an extensive review of all job positions in 2022-2023. A thorough and fair accounting of all DEI statements and requirements in job applications over the last three years should be conducted.

Boise State University

DEI Statement requirement:

- [Assistant Professor in Data Science — Mathematics](#): “statement describing how their research program and teaching philosophy would address Boise State University’s diversity and inclusion goals.”
- [Vice Provost for Inclusion and Belonging](#) — Candidate asked to answer question about diversity, equity and inclusion in job application portal.

Boise State - VPIB

* Do you have a graduate degree from a regionally accredited institution of higher education?

Yes
 No

* Do you have employment history, scholarship or academic training in areas fostering diverse, equitable and inclusive environments?

Yes
 No

* Do you have a collaborative, inclusive, engaging, and transparent leadership style?

Yes
 No

- [Clinical Assistant Professor of Theatre](#): “A cover letter that outlines your teaching experience, professional experience and how you see yourself adding to Boise State University’s efforts to build more diverse, equitable, inclusive learning and working environments.”

- [Assistant Professor in Data Science — Mathematics](#): “Statement describing how your research program and teaching philosophy would address Boise State University's diversity and inclusion goals.”
- [Assistant Professor of Film Production](#): “Applicants are expected to address in their letter of application how they will bring diversity and inclusion to the university, program, and community. We encourage candidates from historically underrepresented groups to apply.”

Additionally, Boise State’s “[About us](#)” section on many job applications states: “Boise State University is building an inclusive community of faculty and staff whose unique skills, cultural contributions, work history, and perspectives create a rich and rewarding academic experience for our students. Research demonstrates that people thrive when they feel welcome, respected, and inspired. We seek applicants who are committed to helping us achieve our vision of a diverse and inclusive community. Applications from members of historically marginalized groups, including women, BIPOC (Black, Indigenous, and People of Color), those with disabilities, members of the LGBTQ+ community, those who have served in the military, and members of other underrepresented communities are strongly encouraged.”

University of Idaho

DEI Statement requirement:

- [Executive Director for the Center on Disabilities and Human Development](#): “a cover letter highlighting your qualifications for the position including how you will advance the College and University’s commitment to building a diverse and inclusive educational environment.”
- [Regular Faculty - Assistant Professor of Psychology](#): “diversity statement that details how your teaching, service, and/or scholarship has supported the success of students from racial, ethnic, and gender backgrounds that are underrepresented in their academic field (upload as Other Document 2). *Applicants who have not yet had the opportunity for such experience should note how their work will further University of Idaho’s commitment to diversity.”
- [Regular Faculty College of Education, Health & Human Sciences](#): “1-page maximum statement on diversity and inclusion (Under Other Document 1) related to teaching and outreach”
- [Assistant, Associate, or Professor of Law](#): “Statement (two pages maximum) of your demonstrated commitment to fostering an inclusive community in legal education and/or the legal profession.”
- [Assistant or Associate Professor - Wildlife Ecology and Management](#): “a statement of commitment and potential contributions to diversity, equity, and inclusion at University of Idaho through research, teaching and/or service (maximum 1 page) uploaded to “Other Document 1”
- [Assistant, Associate, or Professor of Law](#): “Statement (two pages maximum) of your demonstrated commitment to fostering an inclusive community in legal education and/or the legal profession. (upload to Other Document 1 field);”

DEI in Required Qualifications:

- [Extension Faculty - Lincoln County - Livestock Production](#): “Experience in demonstrating a commitment to diversity, equity, and inclusion with program audiences.”

Idaho State University

DEI Statement requirement:

- [Assistant Professor of Physiology, Biological Sciences](#): “A diversity statement”
- [Assistant/Associate Professor of Counseling: School Counseling](#): “Diversity in Counselor Education Statement”

Examples from 2021-2022 include the following:

Boise State University

- Clinical Assistant Professor of Civil Engineering: “one page statement on diversity, equity and inclusion.”
- Assistant Professor of Cell, Molecular or Developmental Biology: show “evidence of a commitment to create a diverse and inclusive working environment” as a job qualification but also provide “a description of how the candidate’s research program and teaching philosophy would address BSU’s diversity and inclusion goals.”
- Assistant Professor in the Department of Chemistry and Biochemistry: provide “a description of how the candidate’s research program and teaching philosophy would address Boise State University’s diversity and inclusion goals.”
- Assistant Professor of Avian Biology: provide “evidence of the commitment to create a diverse and inclusive working environment” and write a one page “description of how the candidate’s research program and teaching philosophy would address Boise State University’s diversity and inclusion goals.”

Other departments with job listings requiring diversity statements included Anthropology and Kinesiology.

University of Idaho

- Assistant Professor of Biological Sciences: a one page “diversity and inclusion statement.”
- Assistant Professor of Political Science: give an account of “experience teaching and mentoring students from diverse cultural backgrounds, or experience working with people holding similar or different world views while advocating for inclusion of all people.” Candidates must also submit “a diversity statement that details how the candidate’s teaching, service, and/or scholarship has supported the success of students from racial, ethnic, and gender backgrounds that are underrepresented in their academic field.”
- Assistant Professor of Geography and Geological Sciences: “submit a one page “diversity and inclusion statement.”
- Faculty position in the UI College of Law: “statement (two pages maximum) of your demonstrated commitment to fostering an inclusive community in legal education and/or the legal profession.”
- Assistant Professor of Chemistry: a one page statement on “diversity and inclusion.”

- Assistant Professor of Theatre Arts: submit a “diversity statement.”
- Vice Provost of Academic Initiatives: a diversity statement

*Links to these job listings are no longer publicly available. Some job listings can be found through the [WayBack](#) machine. All job listings can however be records requested from the universities.