

## EQUITY STATEMENT GUIDANCE

Preferred citation: Karhson, DS. and Kotadia, S. (2020). Certificate in Critical Consciousness and Anti-Oppressive Praxis Program Manual. Office of Faculty Development and Diversity, School of Medicine, Stanford University. Website: <https://med.stanford.edu/diversity/content/certificate-in-critical-consciousness-and-anti-oppressive-praxis.html>

### GUIDING QUESTIONS FOR DRAFTING A STATEMENT:

1. How are the terms justice, equity, diversity, and inclusion defined and embodied in your life and work, i.e. your personal and professional spheres?
2. How have you spearheaded or started any efforts towards achieving or centering justice, equity, diversity, and inclusion at an individual, institutional, and workforce level?
3. How have you supported initiatives for or led by historically excluded (see tip #3) individuals or groups in their missions or programming for justice, equity, diversity, and inclusion?
4. How do you speak out or support other individuals that speak out against injustices or systems of oppression (e.g., racism, sexism, genderism, ableism, heterosexism) in your professional setting?
5. What efforts do you make to ensure your teaching, research, and education materials and methods are inclusive and informed by diverse (for example, in race, ethnicity, ability, and gender) experts or thought leaders?
6. In what way, short- or long-term, does your research serve to improve accessibility or quality of life or other needs of a historically excluded or underserved population?
7. In your personal and professional opinion, why are justice, equity, diversity, and inclusion important in the training of students, trainees, team members, employees?
8. What efforts do you make to ensure your approach in groups/teams, departments, and/or institutions/organizations are justice-based, equitable, diverse, and inclusive?
9. With regards to your professional career, what are your plans for working toward achieving equity and enhancing justice, diversity, and inclusion?
10. Why is it important, for you, that an institution be concerned with just and equitable practices?

### TIPS ON WRITING AN EQUITY STATEMENT.

1. **Start with your story.** Discuss one (or several) of your identities and their impacts on your career trajectory. Every individual's experience includes both exclusions and privileges that shape your understanding of the world. Go beyond just acknowledging your obstacles and privileges and help readers understand how those experiences were and will be wielded as a tool in service of equity and justice. Both positive and negative experiences can be used, if when discussed, they help relay a specific example of personal growth or achieving a new understanding. Also, never falsely claim or fabricate any personal experience(s) with oppression.
2. **Remember, oppression is "horizontal" and intersectional, so avoid making or using any false hierarchies.** The effect of oppression stymies all progress towards justice and freedom equally. However, oppressive forces are overlapping and as Martin Luther King Jr. said, "justice is indivisible". So, when discussing anti-oppressive efforts address how to handle the multiplicative impact of oppression on overlapping identities and why this positioning is important.
3. **Center NIH- or NSF-defined categories for historically excluded identities when discussing justice, equity, diversity, and inclusion.** Familiarize yourself with data, common language and terminology, and historical evidence that describe the circumstances which have led to the historical exclusion of certain identities. Discuss how the homogeneity of your field or industry has been detrimental to your career development and the richness of your educational experience.
4. **Write about specific activities (i.e., mentoring programs, events, courses, workshops) or experiences you have taken part of that focused on diversifying the research pipeline and/or workforce.** Highlight any involvement you have had with justice-based programs or campaigns (e.g., #BlackinNeuro Week, McNair Scholars Program) and describe that involvement in your statement. Involvement can either be as a participant or as a mentor for participants in the program. Include position, duration, goals, and objectives. Make sure to show your understanding of why these programs are necessary in order to achieve equity in the field.
5. **Research the organization, company, or university and edit the statement to fit the institution or job specifics.** What kinds of programs have been implemented? What kinds of resources are available? What kinds of resources are missing? How will you partner with existing efforts? What will you add to current activities or programs and how will you fill their "needs" gap?