

## Inclusive Search & Screen Processes

### Sample Phrasing/Language for Inclusive Position Descriptions

- Consistent with its academic mission and standards, Washington University School of Medicine is committed to achieving excellence through diversity. As a community of faculty, staff, students and trainees engaged in research, patient care, scholarship, teaching and learning, the School of Medicine fosters an environment that is diverse, humane, and welcoming. Efforts are made to provide a supportive environment in which people from a wide variety of backgrounds and cultures may encounter each other in a spirit of cooperation, openness, and mutual respect.
- Diversity is a key core value that guides Washington University in planning, setting priorities and carrying out every aspect of its mission. The School of Medicine shares the University's commitment to equal access, and consistent with its academic mission and standards, strives to achieve excellence through the advancement of diversity and inclusion.
- Washington University School of Medicine and the Department of \_\_\_\_\_ have explicitly endorsed efforts to increase the diversity of its ranks, and accordingly, therefore, candidates from groups underrepresented in medicine (URiM) and/or the biomedical sciences are encouraged to apply.
- Successful candidates should possess specific competencies and demonstrated expertise in multicultural settings. We seek a scholar who can serve as a role model, particularly for faculty and learners from less represented populations.
- The Department of \_\_\_\_\_ is particularly interested in and values candidates who have experience working with persons from diverse backgrounds, along with a demonstrated commitment to cultural competence and the delivery of culturally responsive health care.
- The Institution/School/Department is committed to increasing the diversity of the campus community and the advancement of inclusive excellence. Candidates who can contribute to those goals are encouraged to apply and to identify their strengths and experiences in this area.
- The Washington University School of Medicine and the department of \_\_\_\_\_ are committed to the development of a multicultural environment. We seek greater diversity among our faculty and staff to broaden the academic experience and to reflect the diversity within our learner community. We value the input of multiple viewpoints and perspectives across the university; our goal is to create an academic community that is rich with cultural, social and intellectual diversity.
- Washington University School of Medicine is committed to developing a multicultural environment. We value input of multiple viewpoints and perspectives across the university; our goal is to create an academic community that is rich in cultural, social and intellectual diversity.

- Diversity is a core value of the School of Medicine. We believe that the educational environment is enhanced when diverse groups of people with diverse ideas come together to learn and work, therefore we seek candidates with a demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disabled and ethnic backgrounds of the institution's students, employees and patients.
- Because we place a high priority on the importance of diversity, equity and inclusion, candidates should be prepared to explain how they have been and could be involved in advancing this campus goal.
- Must be committed to the University's goal of inclusiveness and have a demonstrated history of working effectively with persons of all races, ethnicities, nationalities, genders, gender identities, sexual orientations and religions. Candidates must be prepared to explain how they have been and/or will be involved in advancing this goal.
- Experience working in culturally diverse environments is highly preferred. Candidates must be committed to the School's goal of advancing inclusive excellence and be prepared to explain how they have been and/or will be involved in advancing this goal within the WUSM.
- Applicants whose work incorporates a global perspective and a demonstrated commitment to issues of diversity in higher education are particularly encouraged to apply.
- The successful candidate will have demonstrated experience working with diverse groups of students, faculty, staff, trainees and patients and will be prepared to discuss in application materials and during interviews.