



UCSF Office of Diversity and Outreach

Contributions to Diversity Scoring Rubric

Goal

Identify candidates who have skills, experience, and/or willingness to engage in efforts to enhance diversity and equity on campus.

Provides a statement of contributions to diversity.	0-1 points
Indicates awareness of inequities and challenges in education (and/or other arenas) faced by historically underrepresented or economically disadvantaged groups.	0-1 points
Demonstrates a track record and measure of success in activities that contribute to diversity, equity and inclusion as listed under “UCSF Examples of Contributions to Diversity, Equity and Inclusion.”*	0-2 points
Specific plans to contribute or continue to contribute to efforts to enhance diversity, equity and inclusion through types of activities listed under “UCSF Examples of Contributions to Diversity, Equity and Inclusion.”	0-1 points

Scale

- 0 points: No statement provided
- 1 point: Poor statement
- 2 points: Fair statement
- 3 points: Good statement
- 4 points: Very good statement
- 5 points: Excellent statement

*Please see <https://diversity.ucsf.edu/contributions-to-diversity-statement> for additional information about the diversity statement