

### Suggestions for writing an effective diversity statement for the Graduate Group in Ecology

This statement does not need to be long. We recommend 250-500 words, and bullet points are fine. The statement should describe how you intend to increase and support our diverse community through your research, teaching, and service; how you will ensure that the people in your sphere of influence are treated equitably; and what steps you will take to be as inclusive as possible in your professional work. You may describe past training, activities, or roles that supported diversity, equity, and inclusion at University of California, Davis, or in the community.

### Suggestions for writing an effective mentoring statement for the Graduate Group in Ecology

This statement need not be formal. Bullet points are fine. The objective of the statement is to communicate your perspectives and practices on mentoring to the Executive Committee, other colleagues, and your trainees. Be honest and thoughtful about the mentoring your trainees can expect. For example, do you convene regular lab meetings? Do you assist students with writing grant proposals or include students in your own proposal-writing efforts, edit students' manuscripts, give feedback on coursework plans, encourage students to TA or lecture? Do you encourage junior colleagues to avoid professional work on nights and weekends? To what extent do you encourage students to troubleshoot and problem-solve independently versus providing extensive guidance? What do you hope that students will accomplish under your supervision? How do you handle personal conflicts? How do you handle your students' funding shortfalls? These are just suggestions of what you might address in your statement.