Diversity Advocates

Search committee members who are expected to help hold the importance of diversifying the faculty and help support the process:

- Each search committee chair identifies a diversity advocate who will assist with implementing recruiting practices that promote diversity within the faculty hiring process.

- The diversity advocate will:
  1. attend an orientation for diversity advocates;
  2. participate in the “Just in Time” faculty recruitment workshops
  3. maintain contact with the ADOF, informing her about the progress of the search and consulting on any questions, issues, or concerns raised during the search process.

4. **Before the Search**
   a) assist with identifying potential sources for a diverse applicant pool;
   b) assist with outreach to potential applicants
   c) keep track of diversity recruitment efforts
   d) review the position description to consider whether a broader or different description of subject matter or curricular offerings, including diversity commitments and experiences as preferred qualifications etc. may enhance diversity of curricular offerings and diversity of applicants;

5. **During the Search**
   a) raise awareness about unconscious assumptions and bias throughout the selection process
   b) consult with the chair and ADOG regarding the diversity of the pool before on-campus interviews;
   c) help develop interview questions that will shed light on a candidate’s experience with diversity
   d) consult with other search committee and department members to maintain awareness of the goal of promoting diversity
   e) make oneself known to candidate as the diversity advocate and be available to answer questions about the department, the institution, or the area.
   f) proactively insure that diversity and commitment to values of inclusive diversity are both considered as positive qualifications in the consideration of candidates:

6. **After the search**
   a) work with the search committee chair to complete a memorandum to the VPAAA noting the steps taken in the interest of diversity, their results, and suggestions for the future.