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### Strategies for Equitable Faculty Searches - Infographic

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# Strategies for Equitable Faculty Searches

To increase the diversity of applicants for faculty positions in ALL disciplines.

## DO +

- ✓ Define the position in broad terms to increase attracted applicants.
- ✓ Provide cues of belonging by listing openness to alternative approaches.
- ✓ Search actively and broadly at conferences & through institutions with diverse student bodies.
- ✓ Recognize the impact of expressed institutional values.

## DO NOT ■

- ✗ Use excessively narrow terms because applicants may select themselves *out* of applying.
- ✗ Use gendered language (i.e. replace he/she with candidate) or hierarchical language (i.e. replace dominant with excellent).
- ✗ Use only conventional outlets to advertise positions.
- ✗ Neglect to highlight the university's commitment to diversity and inclusion.

## Effective Search Procedures and Practices

Identify candidates who are ***different*** from existing faculty.

Reach out to colleagues mentoring doctoral students underrepresented in your disciplines.

Compose a diverse committee to provide a range of perspectives.

Train committee members to evaluate their biases.