

MARQUETTE ADVANCE ADVOCATES AND ALLIES

Fact Sheet for Hiring Committees

How to actively recruit a diverse pool of applicants

- Expand the pool by advertising positions in outlets targeted at underrepresented groups
- Include faculty supportive of diversity on search committees
- Include underrepresented faculty on search committees but be aware of the burdens and pressures they face

How to address the potential for implicit bias when reviewing applicant files

- Recognize potential bias in recommendation letters (including the type of language used, letter length, and use of gendered stereotypes regarding research versus teaching)
- Recognize potential bias in how credit is attributed for group/coauthored work
- Recognize potential bias in assessing the files of candidates with “White” and “Non-White” sounding names

How to address the potential for implicit bias when conducting candidate interviews

- Recognize that the interview settings can be a potential source of candidate discomfort
- Recognize that interview methods can be a potential source of candidate discomfort
- Explore the potential for blind interviews

Remember when engaged in the hiring process

- Everyone is capable of gender and other forms of bias
- Individuals who observe bias occurring and do nothing to stop it are culpable in its persistence
- Provide mentorship and support to underrepresented faculty in ways that facilitate their autonomy rather than dependency
- Explore Marquette programs for training men as diversity allies/advocates



Contact the Advocates to learn more!

<https://www.marquette.edu/innovation/advance/advocates-allies.php>