## 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 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.

### 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.

### 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](https://www.marquette.edu/innovation/advance/advocates-allies.php)