

From: All University <ALL-UNIVERSITY@listserv.rwu.edu> on behalf of RWU President Miaoulis <president@RWU.EDU>
Sent: Thursday, November 21, 2019 11:43:17 AM
To: All-University Mailing_List <all-university@listserv.rwu.edu>
Subject: [ALL-UNIVERSITY] Updated Procedures for Search Processes

Dear Colleagues:

Increasing the diversity of our community is a key institutional goal and an oft expressed community desire. We begin with thanks to all those who have supported equitable search processes over the last several years and worked to diversify your pools and team members. The data below show that your efforts are having an impact:

| | FY 2016-17 | FY 2017-18 | FY 2018-19 |
|------------------------------------|---|---|---|
| Faculty (includes adjuncts) | 15 of 132 hires were people of color (11.4% of hires) | 23 of 135 hires were people of color (17.0%) | 18 of 115 hires were people of color (15.7%) |
| Staff | 10 of 99 hires were people of color (10.1% of hires) | 29 of 80 were people of color (36.25% of hires) | 28 of 105 hires were people of color (26.67%) |

In order to continue to see progress in our efforts, we are writing to formalize several details about search processes going forward at the University.

Human Resources has been working on outreach to community organizations to support a diverse applicant pool and will continue to work with all search committees to **post job placements in locations with a broad and diverse reach**. We encourage you to contact the HR team members for support with these efforts. We also encourage you to reach out to the listservs and caucuses of your professional organizations that support underrepresented stakeholders and network with your colleagues to support a robust and diverse pool.

All search committee participants will participate in **unconscious bias training**. The next set of trainings will be offered on December 11th with future trainings planned. Please click [here](#) to sign up for one of these 90 minute sessions. We know that not all searches include search committees, so for searches without search committees, the hiring manager/decision makers will undergo unconscious bias training.

Every search committee will have an **equity ambassador who will** serve as full members of the search committee, but do not vote on candidates. Human Resources maintains a list of equity ambassadors and we will support the training of more equity ambassadors soon. Equity ambassadors are most effective when they can assist from the beginning of the process and help

in the crafting of the job description and where to post. Think of equity ambassadors as a process consultant, partner, and resource.

Please note that equity ambassadors are not the search committee police, rather they are there to support an effective and robust process that helps you select the right candidate for your role.

Thank you for all you do and we look forward to continuing to work with you.

For questions, please reach out to Tom McDonough in Human Resources.

Sincerely,

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President

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