

URGE

Unlearning Racism in Geoscience



Hiring and/or Admissions Policies for University/Organization -

This is what was found by the GSL Research Team on Hiring and/or Admissions Policies at our respective institutions. Below are general hiring guidelines as well as information on creating more equitable hiring practices. As a research team, we will use these to shape our internal hiring practices for our grant.

- CU Boulder:
 - <https://www.colorado.edu/envs/inclusive-faculty-hiring-protocols>
- UNC:
 - <https://www.unco.edu/human-resources/employee-resources/faculty-and-professional-admin-staff-search-committee-overview/>
 - Faculty Hiring Toolkit
 - The Center for Urban education (CUE) shared their Faculty Hiring Toolkit with us as part of our train-the-trainer workshop series. Having a more diverse faculty and staff is an important step towards an inclusive campus:
 - Introduction: Includes background data and a list of five competencies of equity-minded practitioners
 - <https://www.unco.edu/nhs/stem-inclusive-excellence-collective/pdf/fhi-introduction.pdf>
 - Part 1: Equity-minded job announcements
 - <https://www.unco.edu/nhs/stem-inclusive-excellence-collective/pdf/fhi-part1.pdf>
 - Part 2: Interrogating bias by conceptualizing merit, fit, and compliance
 - <https://www.unco.edu/nhs/stem-inclusive-excellence-collective/pdf/fhi-part2.pdf>
 - Part 3: Strategies for disrupting inequitable hiring practices
 - <https://www.unco.edu/nhs/stem-inclusive-excellence-collective/pdf/fhi-part3.pdf>
 - Part 4: Addressing faculty retention through equitable campus culture
 - <https://www.unco.edu/nhs/stem-inclusive-excellence-collective/pdf/fhi-part4.pdf>
 - Additional Resources: Includes a discussion related to part time faculty hiring, answers to FAQs and list of next steps.
 - <https://www.unco.edu/nhs/stem-inclusive-excellence-collective/pdf/fhi-additional-resources.pdf>

Reference: Center for Urban Education. (2017). Institute on Equity in Faculty hiring at Community College Toolkit. Los Angeles, CA: Rosier School of Education, University of Southern California

- UWOSH:
 - Interview anti-bias guide:
<https://uwosh.edu/hr/wp-content/uploads/sites/90/2018/04/Bias.pdf>