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## Hiring and/or Admissions Policies for the NAGT Traveling Workshop Program

This is what was found by the Traveling Workshop Program at the National Association of Geoscience Teachers on our policies for recruiting and supporting facilitators, as well as what the pod would propose to change and improve.

- **What EEO (Equal Employment Opportunity) statement is included in a standard job or admissions advertisement? Are there other inclusion statements and resources publicly available?**
  - We do not publicly advertise for our positions. However, NAGT has an ethics policy that indicates that the organization does not discriminate on the basis of gender, sexual orientation, age, disability, physical appearance, body size, race, religion, national origin, citizenship, gender identity and expression, and veteran/military status ([https://nagt.org/nagt/about/ethics\\_policy.html](https://nagt.org/nagt/about/ethics_policy.html)).
  - The TWP has a management team of 9 people that serve three-year terms. This year, we established that the management team would be selected from nominations from the facilitator team. Any changes to the process of staffing the management team or the pool of facilitators would be done by the management team in consultation with the Executive Committee.
  - Given that we do not currently advertise publicly, the other questions in this deliverable are not relevant.
- **Suggestions for recruiting new facilitators:**
  - Recruit people who have been through a workshop as a participant, and then have them shadow a pair of workshop facilitators as they set up and run a workshop.
  - Recruit members of the GSA On to the Future Program to become NAGT members and facilitators
  - Consider involving senior graduate students
  - Implement term limited appointments to the pool of facilitators, perhaps of five years. Facilitators could renew their participation, but it would give the team a chance to rotate in new facilitators and rotate out anyone who wanted to be done with their service.
- **Suggestions for programming in Traveling Workshops to facilitate discussions about admissions, recruitment, and letters of recommendation:**
  - The Ideal Student exercise could be used to think about bias in letters of recommendation. Facilitators could use these to address whether the letters have biased language and whether participants view “ideal students” as a narrow band of student characteristics, backgrounds, and aspirations. A connection could be

made to the Draw a Scientist exercise. Caution should be used, though, so that this doesn't reinforce existing biases.

- Use URGE readings for Traveling Workshops, especially this session's readings. Also consider the historic writing about efforts in the 1970s that have turned out not to be successful.