
Hiring and/or Admissions Policies for University/Organization

This is what was found by **Risso's Pod** at Cascadia Research Collective on Hiring and/or Admissions Policies, as well as what the pod would propose to change and improve.

- **What EEO (Equal Employment Opportunity) statement¹ is included in a standard job or admissions advertisement?**
 - Simple one liner: Cascadia Research Collective is an equal opportunity employer. Working on another for a job posting for April 2021.
- **Are there other inclusion statements and resources publicly available²?**
 - NONE yet, but Cascadia created a committee in July/September 2020 to work on this issue and in February of 2021 posted a statement on the organization's website to reflect our commitment to this issue. The committee hopes to include a JEDI statement as well.
- **Where are advertisements posted or sent? Are there other strategies for reaching applicants for hiring and/or admissions, e.g. job fairs, showcases?**
 - Cascadia has primarily used word of mouth, a list serve and past colleges and universities (often those schools staff or interns have attended) as places to advertise for position openings. Cascadia leadership understands that this process only supports our past hiring practices and that is not supporting a diverse and inclusive community and is looking to change that. Other places identified include:
 - <https://www.nonwhiteworks.com/community>
 - **Diversityjobs.com**
 - **Handshake**
 - www.ecojobs.com
 - <https://environmentalcareer.com>
 - sustainablebusiness.com
 - indeed.com
 - **Stanford ListServ (tagged as earth systems and Native American community)**
 - **SPOCS- Seattle People of Color Salon**
 - **Jobs and Friends with Francisco Donez**

¹ R. Kelley, 10 Samples of an Effective EEO Statement, blog.ongig.com/diversity-and-inclusion/eeo-statement-samples, (2017).

² <https://careers.whoj.edu/opportunities/diversity-inclusion/>

³ K. Cobb, #GRExit Resources, <https://doi.org/10.6084/m9.figshare.13215461.v1>, (2020).

⁴ J. Posselt, Inside Graduate Admissions: Merit, Diversity, and Faculty Gatekeeping, <https://www.jstor.org/stable/j.ctvjghw8s>, (2016).

⁵ <https://www.brandeis.edu/diversity/dei-recruitment-hiring/rubric-for-evaluating-diversity-statements.html>

⁶ K. Griffin, J. Bennett, T. York, Leveraging Promising Practices, Washington DC: Aspire Alliance, (2020).



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- Bren School of Environmental Science and Management-Ucal SB
 - <https://www.nonwhiteworks.com/community>
 - Seattle Queer Jobs
(<https://www.facebook.com/groups/1507630536215179>)
- **What are the requirements for an applicant, e.g. letters of recommendations, fees/test scores³/grades?**
 - Unpaid internships as positions within our organization only allow those individuals with adequate financial means (primarily white affluent students) to apply.
 - Letters of rec, writing sample

Is providing any of these a potential barrier that could be further lowered or removed?

Cascadia has created a fund to help offset financial barriers to those that need it in order to be able to even “think about applying”. Cascadia understands that this will need to be maintained and increased over time and is committed to fundraising and collaborating with other organizations and groups to help this.

We are understanding that individuals from non-white eurocentric communities may not have the same type of writing style that we have so this may need to be adjusted, viewed or scored differently. We are understanding that letter of recommendation for some individuals may not be “professional” letters as we have expected them to be and instead community members and will take that word out of the position description.

Are there any problematic questions asked? NO—I don’t believe so.

- **How are applicants/applications evaluated? Is that process and/or rubric^{4,5} public?**
 - In a recent position opening it was a rubric that was not public. It included degree, first author publication numbers, and pub in general, recommendations, specific type of analytical skills.
- **What kind of biases are introduced in this process and what strategies are used to address these, e.g. removing applicant names?**

First author—we are learning that minorities are often not included or overlooked in research opportunities and this decreases the amount of publications that may have. Numbers of publications maybe should not be scored—but rather the subject....



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- **Who is on selection committees and who makes the final decisions? Who interacts with the applicants?**

Selection committees in the past:

For Interns: Intern supervisors for projects (both white women).

For Grad Students: Intern supervisors for the specific projects and the PIs (both white males)

For Upper Level organization positions: PIs for both projects (white men), Office manager (white woman), Board member and upper level staff (white woman).

- **Has your hiring and/or admissions process been evaluated by outside consultants? What is the process for changing it?**

No, but our organization has created a committee in mid 2020 to address these issues and training for the organization has occurred by an outside provider.

- **Has your university or company implemented or considered strategies like cohort hiring, mentoring, dual career support and partner hires, re-visioning your work culture, or other considerations outlined in “Leveraging Promising Practices”⁶?**

No, however through the implementation of the MARINE committee, in educating ourselves and work towards networking we do understand the need for mentoring and how this greatly supports a sense of belonging and help nourish the lives and careers of diverse applicants helping retention. From this we have entered into a collaboration with a federal agency which will bridge new interns together creating a mentoring, career support system, and have written an organizational letter of support for proposal to create a mentored support student position through another collaborative project.