

## **Attachment 4: Proposed language for job announcements**

One of the goals articulated in the Diversity Plan is to have uniform language across all HSU job announcements that clearly identifies for job candidates that diversity awareness and skills are integral to job performance. The Diversifying Faculty and Staff committee suggests the following as language that all search committees are strongly encouraged to include in job descriptions and interviews.

### **For all Administrative and Faculty Job Descriptions:**

Candidates must have a demonstrated track record of successful experience with diverse populations of students, staff, and faculty along with a commitment to diversity. Candidates must be sensitive to the local and global diversity of peoples, cultures, and an understanding of the environment needed to create an equitable institutional and social climate that welcomes and advocates for diversity.

#### ***Possible Interview Questions:***

1. In what context have you worked or taught that incorporated issues of diversity?
2. a) Tell us about any committees or groups that you were a member of that centered around inclusion.  
b) Are there people you can recommend that we talk to who can speak about your committee work?
3. How, in your teaching or work, have you demonstrated your commitment to and experience with diversity issues?

#### ***Additional Questions for Teaching Faculty:***

4. In what ways do issues of inclusion/exclusion inform your pedagogy?
5. What experience do you have incorporating issues of diversity/social justice in your curriculum or course content?

### **For Staff Job Descriptions:**

The Candidate must be sensitive to the local and global diversity of peoples, cultures, and have an understanding of the environment needed to create an equitable institutional and social climate that welcomes and advocates for diversity.

1. Describe your experience working/interacting with diverse groups of people.
2. What, in your experience, are approaches, or actions, that people can take to ensure that all people, including those from underrepresented backgrounds, are successfully incorporated, in an equitable way, in the activity of an organization or department?
3. Addressing, supporting, and being sensitive to issues of diversity is important on our campus. What do you see as your role in this capacity?