Best Practices for Evaluating Applicant DEIA Statements

UMBC STRIDE Monday, October 19, 2022 12:00-1:30pm WebEX



Poll:

Do you think your department is committed to DEIA?

Please answer the poll using Slido

Conversation: Guiding Questions

- Why ask for a commitment to diversity, equity, inclusion, and accessibility (DEIA) statement?
- How is your department concretely committed to DEIA in everyday activities?
 - Does your department have a published DEIA plan on your website?
- How might your department adapt and improve its criteria for evaluating DEIA commitment statements?



Why ask for a commitment to DEIA statement?

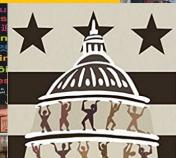


Innovat

Model for higher ed

OUR VISION

Our UMBC community redefines excellence in higher education through an inclusive culture that connects innovative teaching and learning, research across disciplines, and civic engagement. We will advance knowledge, economic prosperity, and social justice by welcoming and inspiring inquisitive minds from all backgrounds.



CHOCOLATE CITY

A HISTORY OF RACE AND DEMOCRACY IN THE NATION'S CAPITAL



Breakout 1 7 Minutes

Communicating your Department's Commitment to DEIA to applicants Describe concrete ways your department shows its commitment to DEIA principles?

Is your department's commitment to DEIA explicitly reflected/or not reflected in your position advertisements and/or on your website?

WINBC

Breakout 2 10 Minutes

Examining DEIA Statement Excerpt Samples

Commitment to Diversity and Inclusive Excellence: What to Look For Past Activities and Future Plans Sample DEIA Rubric

- Knowledge and commitment to equity, diversity, inclusion, and access
- Knowledge of underrepresentation in their field(s);
- Involvement with recruitment, retention, and/or mentoring of underrepresented students;
- Organization of, or engagement in, seminars, etc., that address concerns of underrepresented groups;
- Presentations or performances for underrepresented communities;
- Participation in programs aimed at increasing the pipeline of underrepresented groups entering higher education;
- Public service activities and invitations to give talks within the field that address the needs of culturally diverse groups;

Next Steps - Shared Evaluation Criteria

• Start or continue this conversation with your search committee.

Assess how your department/program is discussing and sharing their commitment to DEIA?

• Discuss and adapt the sample rubric to refine your department/programs current DEIA statement evaluation practices.

Other Suggestions from Our Colleagues ???

Additional STRIDE Resources

Request a Targeted Search Consultation:

- Strategizing an active recruitment plan.
- Drafting an inclusive job ad.
- Formulating evaluation criteria (e.g., commitment to DEIA statements).
- Navigating internal candidates.
- Creating inclusive interview protocols and process.