

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?



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?

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.