

Incorporating Racial Equity and Inclusion into Selection Processes

Important questions for regular discussion by the selection body

Purpose

- What are the overarching goals of this selection body in selecting or nominating an individual for this position?
- How will we incorporate an [equity mindset](#) at every stage of this process to promote the goal of working towards inclusivity and anti-racism?

Criteria

- What capacities/skills/experiences are we seeking? Do these criteria give preference to those with more income, status, or privilege? How could we reframe the criteria to make this opportunity more accessible?
- Does our public description of the position highlight those reframed criteria?
- In listing criteria, be mindful of the impact on community/ies the person will have. Who are the individuals and/or departments and/or groups in the community most impacted by the person we select? Is this person going to be working directly or indirectly with staff, students, faculty, Senior Staff, alumni, etc.? Will this person be empowered to make decisions that impact specific individuals and/or groups – and if so, whom?

Process

- How will we create a rubric from our list of criteria to foster consistent evaluation and consideration across all candidates?
- How will we give each candidate an equitable opportunity to succeed? How will we ensure that we ask the same pre-determined questions of each candidate?

Outreach

- How will we/do we communicate about this position? Where should we target outreach? Who would benefit from encouragement that otherwise might not apply?

Selection Body Composition

- Consider the selection group and its potential impacts on the process: what capacities/skills/experiences are in the room? What capacities/skills/experiences are not in the room? In what ways is this body inclusive of diverse identities, perspectives, and opinions represented in our community? In what ways do we need to involve additional voices to make better, more equitable decisions?

Bias

- What implicit biases do we (individually and collectively) bring to this process? How will we work together to identify and push back on those biases?
- How will we hold each other accountable to the criteria we specified to ensure we are not giving preference to the most likeable, social, or confident candidate, the candidate who feels like the best “fit”, or the candidate that has the same background/identity as all or many of us?

Reflection

- Does your selected candidate reflect a successful process? Which of the above questions did the selection body address effectively? What needs improvement?
- What barriers are we encountering with regard to selecting candidates who can promote the goal of working toward anti-racism? What changes are needed?

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