



DEI Development Program for Faculty Searches Step 1 Session

Step 1 Goals:

- Introducing DEI and bias
- Understanding strategies for recruiting a diverse candidate pool
- Discussing the position description

Pre-session work:

- Watch Step 1 presentation
- Read first two sections of your guidebook

Session Discussion Questions:

1. What committee ground rules would you like your search committee to use?
2. What does excellence mean for this position?
3. Why do you think it is important to recruit a diverse pool of applicants?
4. Which pre-search strategies will you work on using in the future?
5. Which of the assumptions discussed at the end of section 2 in the guidebook do you, or have you, wrestled with?
6. Position Description:
 - a. Is it broad enough?
 - b. Is the language gender-neutral?
 - c. Is “preferred” used instead of “required” wherever possible?
 - d. How does the position’s qualifications include DEI?
 - e. How do you mention DEI and antiracism at CC?