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Policy for Inclusion of a DEI Plan in Future School of Education Faculty Hiring Initiatives

Note: This is to apply to all future faculty hiring (Tenure Track, Clinical, and Research positions).

**Context**: The DEI Committee proposed that a DEI statement be required in all job calls. However, important concerns were raised about how this may be a) performative, b) a burden for minoritized faculty, and c) challenging to vet.

Therefore, knowing of these challenges the following policy was developed to require each unit to clearly articulate its values in faculty searches, and to offer applicants the opportunity to indicate if and how they align with those values in their materials:

All future (non-adjunct) faculty job searches in the School of Education should fit the following criteria:

1. All units shall create and post a diversity statement that reflects their commitment as a unit in concrete terms. This policy is intentionally general on the unit level as it may be that some programs have their own plan and others refer to the department. Unit may also refer to a center or other organizational scope.
2. All future job calls should explicitly reference the relevant unit level diversity statement. The expectation is that while the different statements will be aligned, the unit-level statement may be more concrete, and explicit.
3. All future job calls should also note the specific expected responsibilities of the applicant vis-à-vis the diversity statement.
4. All future job calls should explicitly request that the applicant indicate their ability to address these responsibilities. It is up to the discretion of the specific unit whether this be part of the cover letter, specific statements (e.g., research or teaching), etc.
5. If a hiring committee is unsure whether their position announcement and proposed process effectively promote their values, they are encouraged to share the call with the Office of Diversity, Equity, and Inclusion, or the DEI Committee for feedback. However, this step is not mandatory.
6. It is also recommended that candidates who are invited to interviews be provided with these materials so that they can adequately prepare to speak to this important concern and not have to respond spontaneously. As a general note, the DEI Committee recommends that all candidates be provided with clear guidelines of major topics to be discussed during the interview so that we do not disadvantage candidates who are not as strong at responding in the moment.