



Search Advocacy, Recruitment, and Hiring

Diversity Advocacy Program

This envisioned Diversity Advocacy Program (DAP) has three core functions:

1. Advance the University's efforts to attract faculty and staff from underrepresented populations;
2. Equip current employees with diversity/inclusivity-related skills; and
3. Provide oversight and guidance to the ongoing recruiting, hiring and retention efforts.

The DAP will:

- Train diversity advocates about implicit bias, inclusive and diverse employment principles, what can be done to strengthen the search process and how to be an advocate.
- This program will develop a community of practice and establish diversity advocates.
- It will create and conduct workshops, and advocate mentoring and coaching opportunities.
 - The DAP will monitor and report on the recruitment, search and hiring processes to ensure compliance with policies and practices of the institution.
- This program will work with HR to ensure compliance with EEO policies and procedures.
- It will collaborate with the Inclusivity and Diversity Committee and the Employees of Color Equity Council to integrate new faculty and staff into Central Washington University.

Diversity Advocates

- All faculty and staff searches that require a search committee will have a diversity advocate on the committee outside of the hiring department.
- The goal is for advocates to champion diversity from the beginning of position development and work with search committees throughout the hiring process.