

Equity Advising for Job Searches

SIUE's objective to attract and recruit competitively paid and diverse faculty, staff, and administrators is supported through Equity Consulting available for job searches.

Equity Consultants

1. Equity Consultants support hiring managers and search committees in implementing and carrying out inclusive recruitment and hiring practices throughout the search process. They undergo extensive and ongoing training to support them in developing the critical self-awareness needed to engage in equity work, and to gain knowledge about best practices in effective recruitment and hiring, legal issues, and inequity in higher education. They also regularly attend workshops to keep current about equitable hiring practices and have access to additional resources.
2. Help from the Equity Consultants should be requested as soon **as the position has been approved**. Some of their greatest contributions happen prior to the job being posted. In the early stages of the search process, Equity Consultants can provide insights into practices that could be the foundation of an equitable and inclusive search process.
3. Some of the early consultation from Equity Consultants would address:
 - developing an effective charge letter for the search committee
 - composition of the search committee
 - developing the job description
 - developing the job posting
4. During the search process, Equity Consultants guide actions and conversations about:
 - Recruitment strategies to increase the diversity of the applicant pool
 - Practices that ensure fair and equitable evaluation and treatment of all applicants
 - Implicit bias
5. Deans, Chairs, and Search Committees can contact Equity Consultants at [\[equityConsultants@siue.edu\]](mailto:equityConsultants@siue.edu) to discuss specific needs for the search.