“Increasing Faculty Diversity through the Search Process II: Inclusive Interventions”

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Facilitator: Brenda J. Allen

To prepare for the session:

1. Read the two documents and highlight points you’d like to discuss.
   a. Searching for Excellence & Diversity (UW-Madison) (pp. 43-60)
   b. Diversity Liaison (University of Puget Sound)

2. View a YouTube video (5:34) (highlight link, right click on it, and select “open link”):
   http://www.youtube.com/watch?v=UZHxFU7TYo4&feature=plcp&desktop_uri=%2Fwatch%3Fv%3DUZHxFU7TYo4%26feature%3Dplcp&app=desktop

3. Complete at least one of the Implicit Association tests on racial identity (Native, Race, or Asian) and prepare to discuss the experience. https://implicit.harvard.edu/implicit/takeatest.html

4. Consider the following questions.
   a. What did you find particularly striking in any of the assignments?
   b. Which issues covered in these assignments, if any, seem especially germane to Adams State?
   c. How do you anticipate responding to perceptions of bias if they arise during search processes?