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# **DEI Development Program for Faculty Searches**

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For Equity, Inclusion, &

Faculty Development

Step I: DEI & Job Description

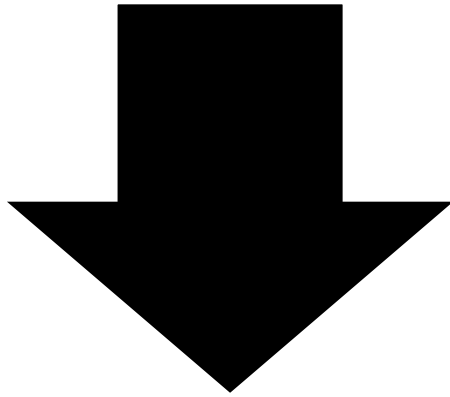
**Step II: Reviewing Applicants**

Step III: Interviewing, Campus  
Visits, Evaluating Candidates

Step IV: Welcoming New  
Faculty & Retention



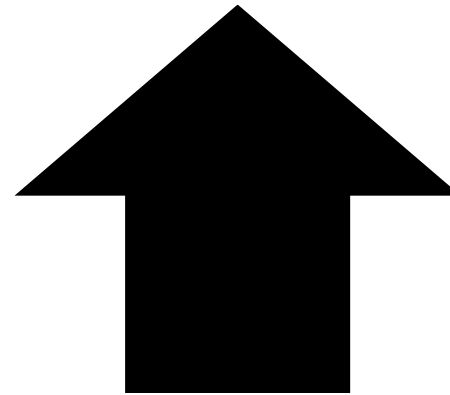
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to increase the  
use of strategies  
that promote  
DEI throughout  
the process



to decrease bias





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## Overview

- What is an antiracist approach and how does it relate to DEI?
- How do you sustain DEI throughout the search process?
- What are the characteristics of everyone's bias?
- How do you use your beliefs to check your bias?
- How do you minimize bias when reviewing applicants?
- How do you review applicants equitably?





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**What is  
an  
antiracist  
approach  
at CC and  
how  
does it  
relate to  
the  
concepts  
of DEI?**

## An antiracist approach at CC

- Members of the CC community are being antiracist
- Putting race at the center
- Understanding the four forms of racism
- Fighting against all forms of racism
- Using an antiracist approach in all functions of the college
- Using an antiracist approach to fight against isms that have infected the CC community

[You tube video on what antiracism means](#)

[You tube video on being an antiracist person](#)



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**Sustaining DEI Throughout the Process**

Ongoing Strategies for Faculty &  
Departments/Programs





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# Search Process

## Sustaining DEI Throughout the Process

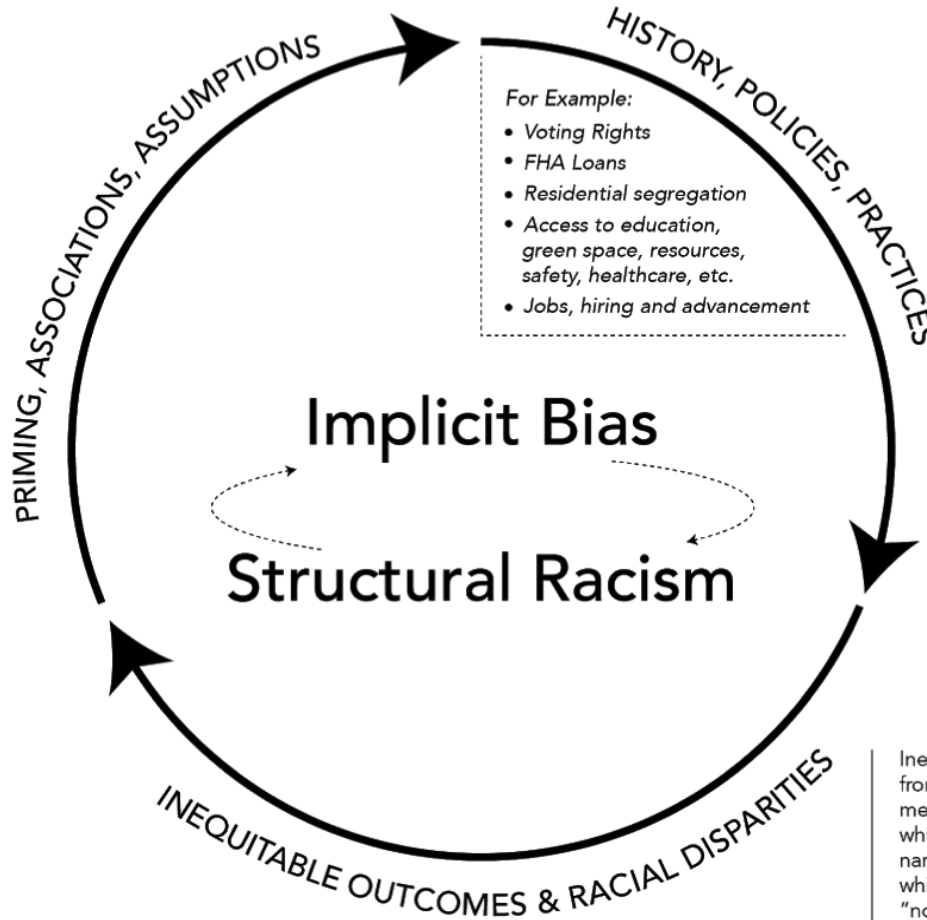
Broad position description,  
inclusive language, &  
references to DEI/antiracism

Criteria-driven applicant  
selection process

Inclusive and equitable  
interview process/compliance  
with DOL requirements



Dominant narratives about race (family, media, society) coupled with racialized structural arrangements and differential outcomes by race all prime us to believe that people of color are inferior to white people, create and maintain harmful associations, and lead us to make harmful assumptions, consciously and unconsciously, about people of color



Race is created to justify enslaving people from Africa (economic engine of country)

Policies and practices that consolidate and protect power bestow unearned economic, social, cultural, and political advantage to people called "white," and unearned disadvantage to people of color

National narrative (ideology, belief system) about people of color being "less than" human (and less than white) justifies mistreatment and inequality (white supremacy)

Inequitable outcomes and experiences resulting from policy decisions in health, housing, employment, education, and life expectancy - reinforces white supremacist beliefs and ideology; dominant narrative uses disparate outcomes as evidence of white superiority, promotes whiteness as "normal" and desirable and justifies inequality



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Part of being  
human

A product of  
socialization

Influences  
behavior

Problematic

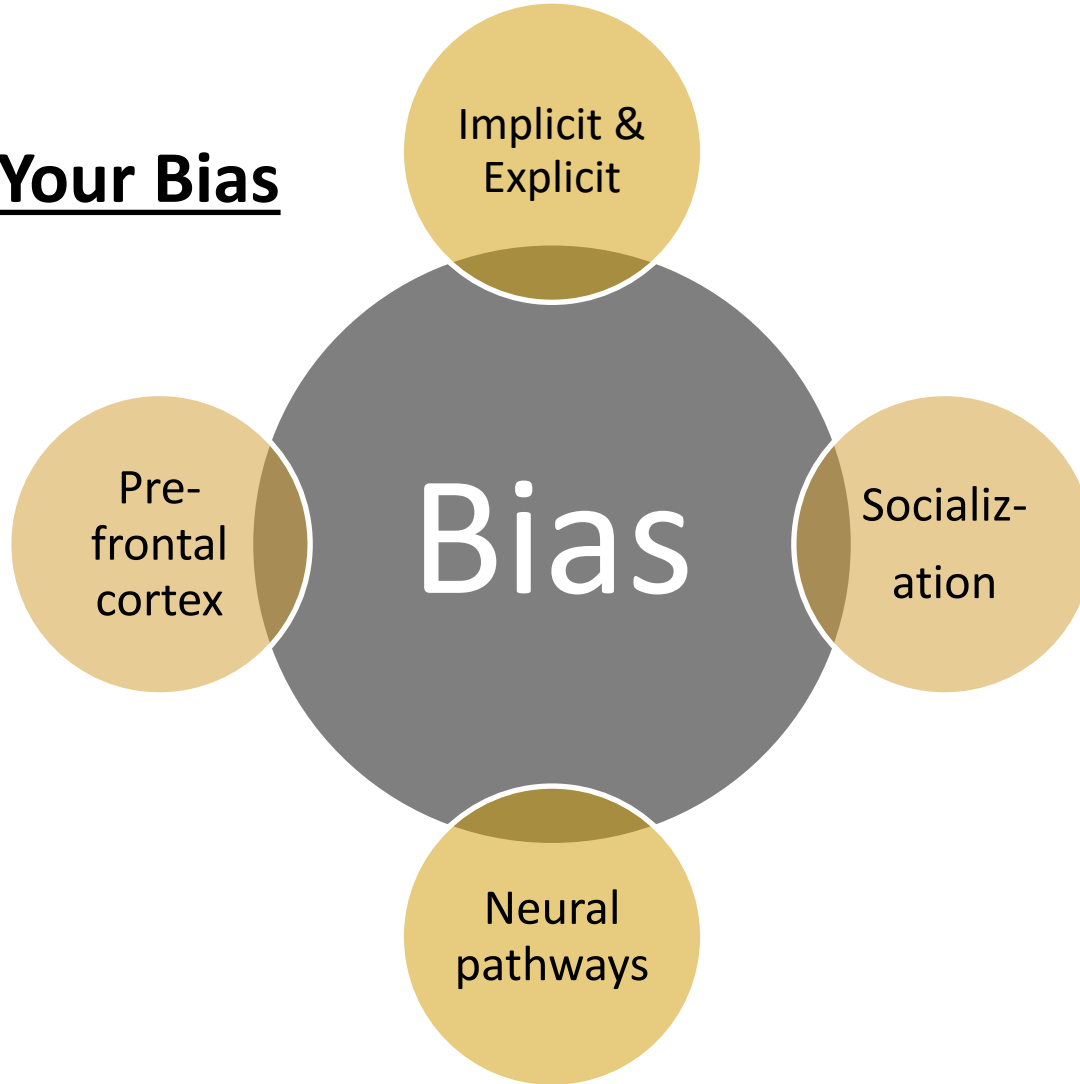
Can be  
regulated

Characteristics of Everyone's  
Bias



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## Regulating Your Bias

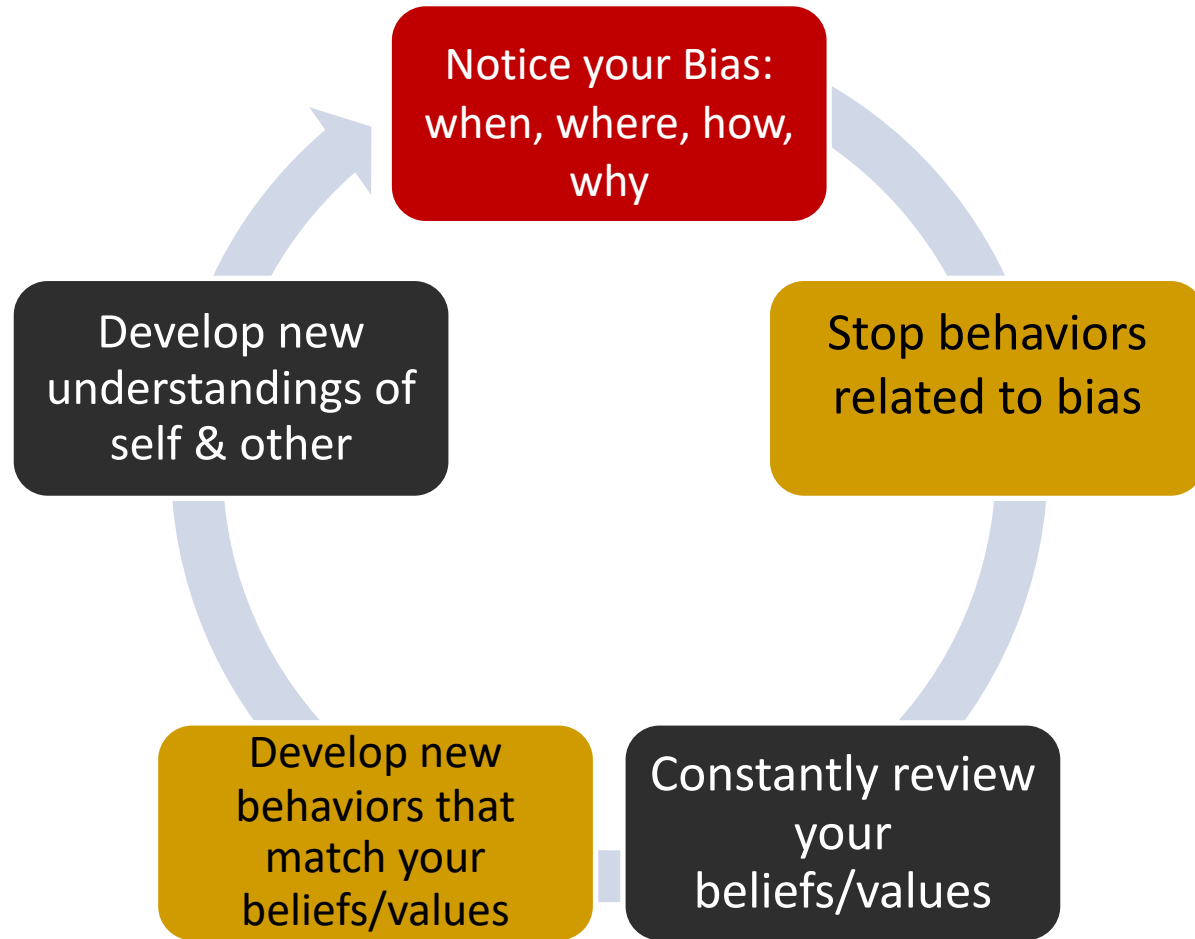




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**Steps for using  
your beliefs/values  
to check your bias**

by [Verna Myers](#)  
from her book  
[Moving Diversity  
Forward: From  
well-meaning to  
well-doing](#)





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**Meditation for developing  
self-awareness about bias**

Dr. Rhonda Magee,  
Creator of  
[ColorInsight Meditation](#)  
Magee, R. V. (2016).  
*Reacting to racism:  
Mindfulness has a role  
in educating lawyers to  
address ongoing issues,*  
ABA Journal, 102(8), 26-  
27.

Sit in silence for a few minutes. Think back on your life experiences over the past 24 hours with nonjudgmental awareness. Reflect on the settings in which you have moved, including to, from, and during work. What races do you typically encounter? In what roles? Do some groups predominate as among the powerful and the powerless? Take a few minutes to write in a journal about what you know, including the habits and conditioning you may have around acknowledging or avoiding this aspect of your own life experience. Notice not only the thoughts but also emotions and physical sensations that arise as you seek to turn more forthrightly to this aspect of your own life. Consider developing an intention of gently bringing mindful awareness to these aspects of your life, inviting the will to work with dimensions of your experience with greater compassion, courage, and curiosity in the coming week.





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Using your beliefs/values to checking your bias

Please pause this presentation to watch this [2014 ted talk](#) on being color-brave instead of color-blindness. Melody Hobson discusses the importance of awareness for action, racial discrimination and treatment in the workplace, the problem with color-blindness, and recommendations for organizations.

*Thought Question:*

- **If being color-brave matches your beliefs/values, how can you behave in ways that demonstrate you are color-brave?**



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**Strategies  
for  
minimizing  
bias when  
reviewing  
applicants**





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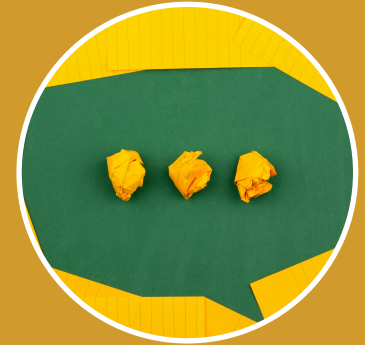
**Strategies  
for  
minimizing  
bias when  
reviewing  
applicants**



Use an  
individual  
approach



Review  
materials  
with minimal  
distractions



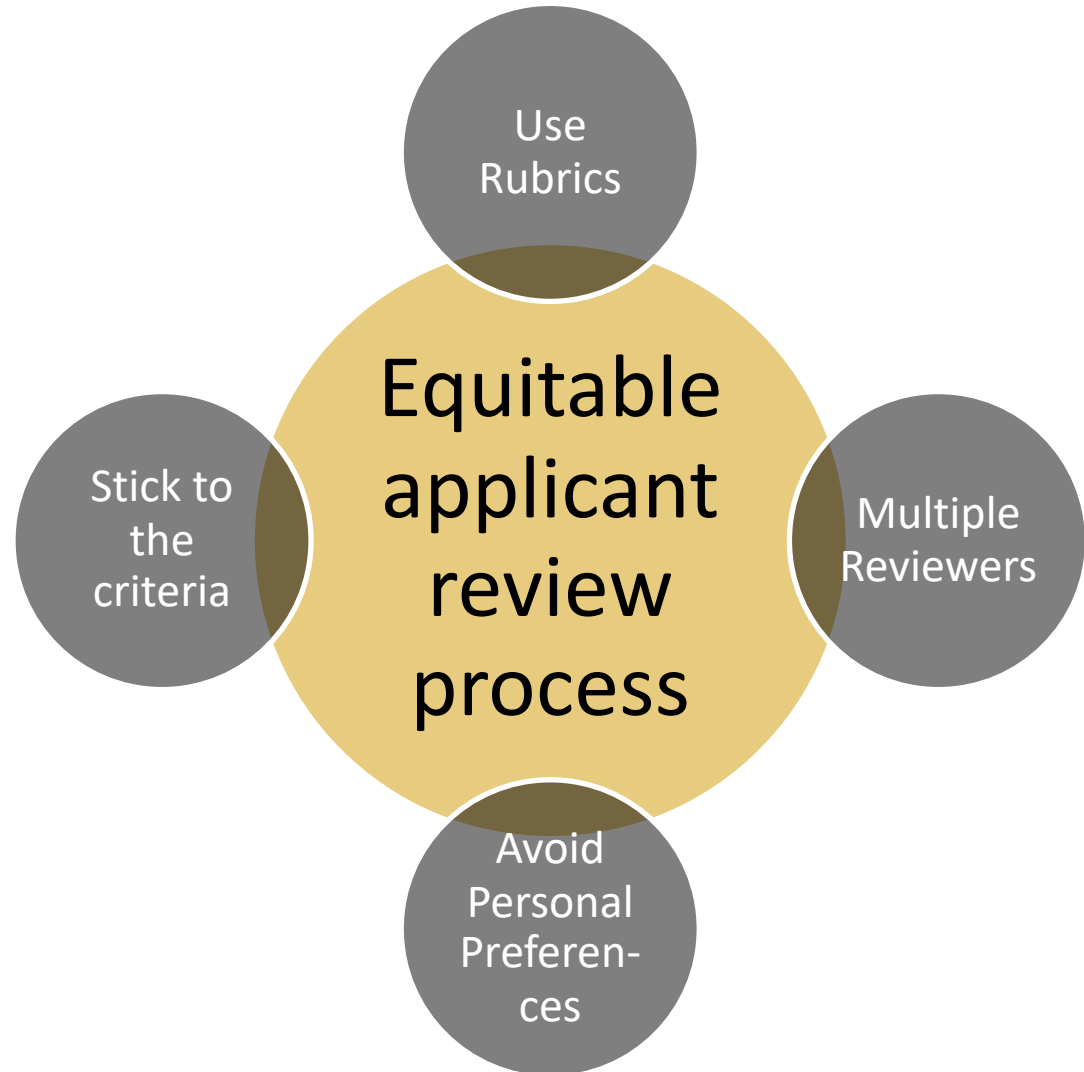
Dialogue  
about bias





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**Strategies  
for  
minimizing  
bias when  
reviewing  
applicants**





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**General Applicant Pool** = All Applicants

**Minimum Qualifications** ~~Long List~~

**Long List** ~~Long-Short List~~

**Short List** = Candidates Interviewed by search committee

**Final Candidates** = Campus Interview Candidates





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**3 Steps for  
reviewing  
application  
materials  
equitably**

# 1. Minimum Qualifications

No preferences  
or  
additional  
criteria

Avoid  
making  
comparis-  
-ons

## 2. Long List

Looking for  
Strong  
Candidates

15-20  
minutes per  
applicant

## 3. Short List

Do not include  
information beyond  
application materials

Apply criteria  
uniformly across  
candidates



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**Creating the  
long list from  
the  
applicants  
who meet the  
minimum  
qualifications**

**Equitable & Inclusive  
Review Strategies**

- Use a process of inclusion
- Look for potentially strong applicants
- Review each applicant for 15-20 minutes
- Evaluate list for diversity







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## **Creating the short list from the long list of candidates**



### **Equitable & Inclusive Review Strategies**

- Focus on the criteria when meeting to select candidates
- Only rely on information included in the application materials
- Avoid using narrow perspectives and personal preferences
- Keep the interest of the department and institution in mind
- Use uniform standards for including applicants for the next round
- Keep notes on reasons for decisions
- Do not rank order candidates on the short list