Welcome Activity & Ground Rules

Discussion – Three Themes

Fit
How has ‘fit’ been defined/ addressed in hiring committees that you have participated in?

How has this shaped your assessment of potential candidates?

How has office/ departmental culture and/or ‘fit’ been shared with you as a candidate? How has this shaped your perspective on your definition of ‘fit’?

What questions do you ask/ what things do you look for when determining fit as a candidate?

Challenges
How does classism impact job searches and/or informal and formal opportunities for career advancement?

What can we do to make sure opportunities for advancement and search processes are inclusive of low-income and working-class candidates?

How do we base our searches on inclusion and not homogeneity? What practices have you seen work successfully in searches that disrupt homogeneity and bias?

Identities
How do the words: ‘fit’, ‘professionalism’, ‘qualified’, ‘attitude’, ‘communication skills’, and ‘enthusiasm’ play a role in student or staff hiring committees? Are these good things or potentially harmful? How do they potentially impact marginalized or underrepresented groups?

How can these words be “codes” to address certain unspoken norms and biases?

When have you felt that an identity you held was or was not the right “institutional” or “department” fit?

Activity – More Inclusive Hiring Strategies at UC San Diego

Conclusion: Next Book!