



# COMPANION DOCUMENT TO RECRUITMENT VIDEO

The following questions are designed to support reflections on and an engagement with material presented in the EDI in Academic Recruitment video. Hopefully, these questions spark your own questions, observations, and new approaches to EDI in recruitment.

DRAWING UPON EXPERIENCE	
What EDI practices have been helpful in the past?	<ul style="list-style-type: none"><li>• Where have you seen bias at work in recruitment processes you have previously been involved in?</li><li>• What practices, in your experience, have worked to interrupt or address bias?</li></ul>
What taken-for-granted ideas and systems may hamper EDI?	<ul style="list-style-type: none"><li>• Have you reviewed proxies for excellence and suitability?</li><li>• Have you reviewed interview processes for accessibility?</li></ul>
LAYING THE FOUNDATION	
How will you integrate EDI thinking into the process as a whole?	<ul style="list-style-type: none"><li>• In this context what is important, with respect to EDI, that you will be looking for in potential candidates?</li><li>• What are the unique requirements for this position at this moment in time?</li><li>• How will these qualities and characteristics be reflected in rubrics and interview questions?</li><li>• How will you pull the threads of this thinking through the entire process?</li></ul>
How will you attend to the composition of the committee?	<ul style="list-style-type: none"><li>• How will this issue be raised?</li><li>• How will you identify gaps?</li><li>• How will the committee mitigate the absence of perspectives?</li></ul>
What processes are in place to make it possible to discuss bias?	<ul style="list-style-type: none"><li>• Have you decided on a process for raising concerns about bias or inequity?</li><li>• How will you make space for discomfort?</li><li>• Have you identified EDI Champions, aside from the Chair?</li><li>• Are there alternative methods for providing feedback to the chair/champions?</li></ul>
ATTENDING TO THE PROCESS	
Who is speaking and who is being heard?	<ul style="list-style-type: none"><li>• How will you track who is speaking and how they are being heard?</li><li>• What processes are in place for robust check-ins regarding EDI considerations?</li><li>• What alternate methods for providing feedback are in place?</li></ul>
How will you attend to expanding the candidate pool?	<ul style="list-style-type: none"><li>• Will you institute a long shortlist process?</li><li>• How will you ensure a systematic and mindful process for justifying exclusions as well as inclusions?</li></ul>
What EDI resources will be attached to the process?	<ul style="list-style-type: none"><li>• When and how will you host preparatory conversations?</li><li>• Are there articles, videos or other resources that will be shared and discussed?</li><li>• Are there presentations that need to be scheduled to mitigate gaps in perspective?</li></ul>

