

EDI Hiring Working Group: *Priorities at a Glance*

GOAL 1

Increase the outreach of job ads and attract more diverse applicants.

Action item 1:

Boost visibility of UBC Psychology job ads. Step 1: Create list of diverse discipline-wide and area-specific platforms to disseminate job ads. Step 2: Share list with department's communications team and hiring areas ahead of the respective search.

Completion date: April 2022 (Step 1) / Completion date: May 2022 (Step 2)

Action item 2:

Implement wide-net dissemination approach and document effectiveness. Step 1: Write job ads with specific EDI-commitment section and post on as many platforms and websites as possible (including list in Action item 1, Step 1). Step 2: Add a question to application form to find out where applicants heard about the position and examine the data.

Completion date: April 2022 (Step 1) / Completion date: October 2022 (Step 2)

Action item 3:

Write formal summary of the new outreach strategy for future searches, including a report of outreach effectiveness, lessons learned, and suggestions for further improvement.

Anticipated completion: June 2023

Aligns with EDI Task Force Recommendation(s): Hiring 2, 3, 13

GOAL 2

Implement information-driven and process-attentive changes to the job search process.

Action item 1:

Track applicants' self-reported demographic characteristics and lived experience (voluntary) through Faculty of Arts survey and - with explicit consent - link this information to individual application files in real-time. *Implementation date: October 2022*

Action item 2:

Implement concrete steps towards a greater integration of EDI considerations into current ongoing search processes (e.g., shift orientation to initial screenings from bar for inclusion to bar for removal; dedicated multi-rater assessment of applications through EDI lens; re-design of long lists with an eye to representation of under-represented groups and a greater number of retained candidates).

Implementation date: October 2022

Action item 3:

Document and formalise ad-hoc process into a set concrete, actionable recommendations for future searches that can be adapted to the specific search context.

Anticipated implementation: June 2023

Aligns with EDI Task Force Recommendation(s): Hiring 4, 7, 8, 9, 10

GOAL 3

Develop resources for different stakeholder groups to boost information, empowerment, and implementation.

Action item 1:

Organise community meeting with graduate students to explain and discuss approaches to hiring and associated EDI practices for this year's searches, prior to their launch.

Completion date: October 26, 2022

Action item 2:

Debrief and analyse search experiences after their conclusion through meeting with search heads and associate head, equity, diversity, and inclusion.

Anticipated completion: May 2023

Action item 3:

Write task force report taking stock and looking ahead, to be shared with the wider community at the department of psychology.

Anticipated completion: June 2023

Aligns with EDI Task Force Recommendation(s): Progress Monitoring 1