



Recruiting with Diversity in Mind

Identities, Priorities & Choices

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Agenda

- What is DEIJ?
- Diversity Profiles
- Prioritizing Identity Markers
- Recruiting based on Priorities
- Wrap-Up



Establishing Agreements

What norms would
you like to see us
uphold as a group
today?



Community Agreements

Step up / Step back

Chatham House Rules / Vegas House Rules

Take care of yourself (and others)

Full self (as you are comfortable)

Be vulnerable (as you are comfortable)

Respect vulnerability (as others need it)

Lean into discomfort



Connecting with the Group

- Find a partner
 - Name
 - Year of Grad / Major
 - Current Career Path
 - Something you like to do to show your TU spirit!

Hopes

What are your hopes for our time together today?



JEDI Language



Defining the Terms

Diversity

- All the ways we are the same and different

Equity

- Beyond same and equal treatment; barriers

Inclusion

- Invitation to the table

Justice

- Fairness looks the same no matter the differences



Justice

Dismantling barriers to resources and opportunities in society so that all individuals and communities can live a full and dignified life.



Equity

Allocating resources to ensure everyone has access to the same opportunities. Equity recognizes that advantages and barriers—the 'isms'—exist.



Diversity

All the differences between us based on which we experience advantages or encounter barriers to opportunities. Diversity isn't just about racial differences.



Inclusion

Fostering a sense of belonging by centering, valuing, and amplifying the voices, perspectives and styles of those who experience more barriers based on their identities.

Justice, Equity, Diversity and Inclusion



Diversity asks: Who is in the room?

Equity responds: Who is trying to get in the room but cannot? Whose presence in the room is under constant threat of erasure?



Diversity asks: How many more of [pick a minority identity group] do we have this year than last?

Equity responds: What conditions have we created that maintain certain groups as the perpetual majority here?



Inclusion asks: Have we heard everyone's ideas?

Justice responds: Whose ideas will not be taken as seriously because they are not in the majority?



Inclusion asks: Is the environment safe for everyone to feel like they belong?

Justice challenges: Whose safety is being sacrifice and minimized to allow others to be comfortable in maintaining dehumanizing views?

A group of people are shown from the chest up, arranged in a circle. Their hands are raised, palms facing up, in a gesture of participation or agreement. The background is blurred, focusing attention on the hands and the text. The lighting is soft and natural, coming from the side.

You and Your Identity

How does it show up?

Identifying your Identity

What are the things that make up/shape your identity?



Diversity Identity Profile Variables

Geographic Markers

Appearance/"Attractiveness"

Work-Related Variables
Level/Position/Role/Credentials

Values/Views

Age/Stage

Race/Color

Ethnicity

Nationality

Spirituality/Religion

Thinking-Personality-
Social Style/Type

Political Affiliation

Educational/Skill Level/ Talents

Gender Identity
Gender Expression
Sexual Orientation/
Physical and/or Emotional
Attraction

Family/Relationship Status/
Birth Order

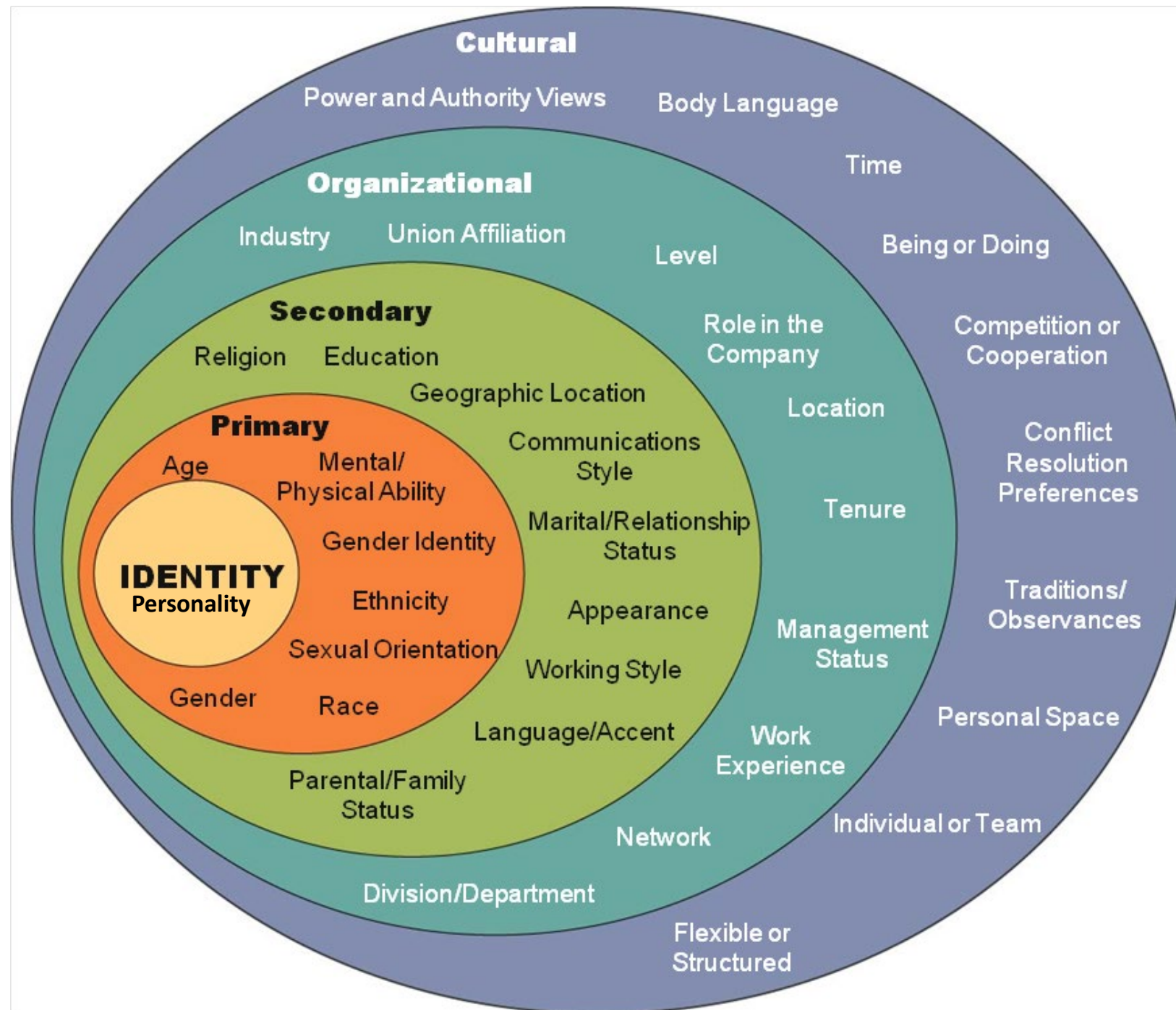
Language Skills/
Articulation Patterns

Economic Status-Level of
Power-Position-Privilege

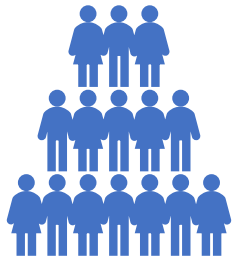
State of Physical/ Mental
Ability

And many, many more.

Classification of Identities



Importance of DEIJ



Why is diversity in recruitment important to TUAA?



What are you hoping to achieve?



What are your goals around diversity?

What is Important?

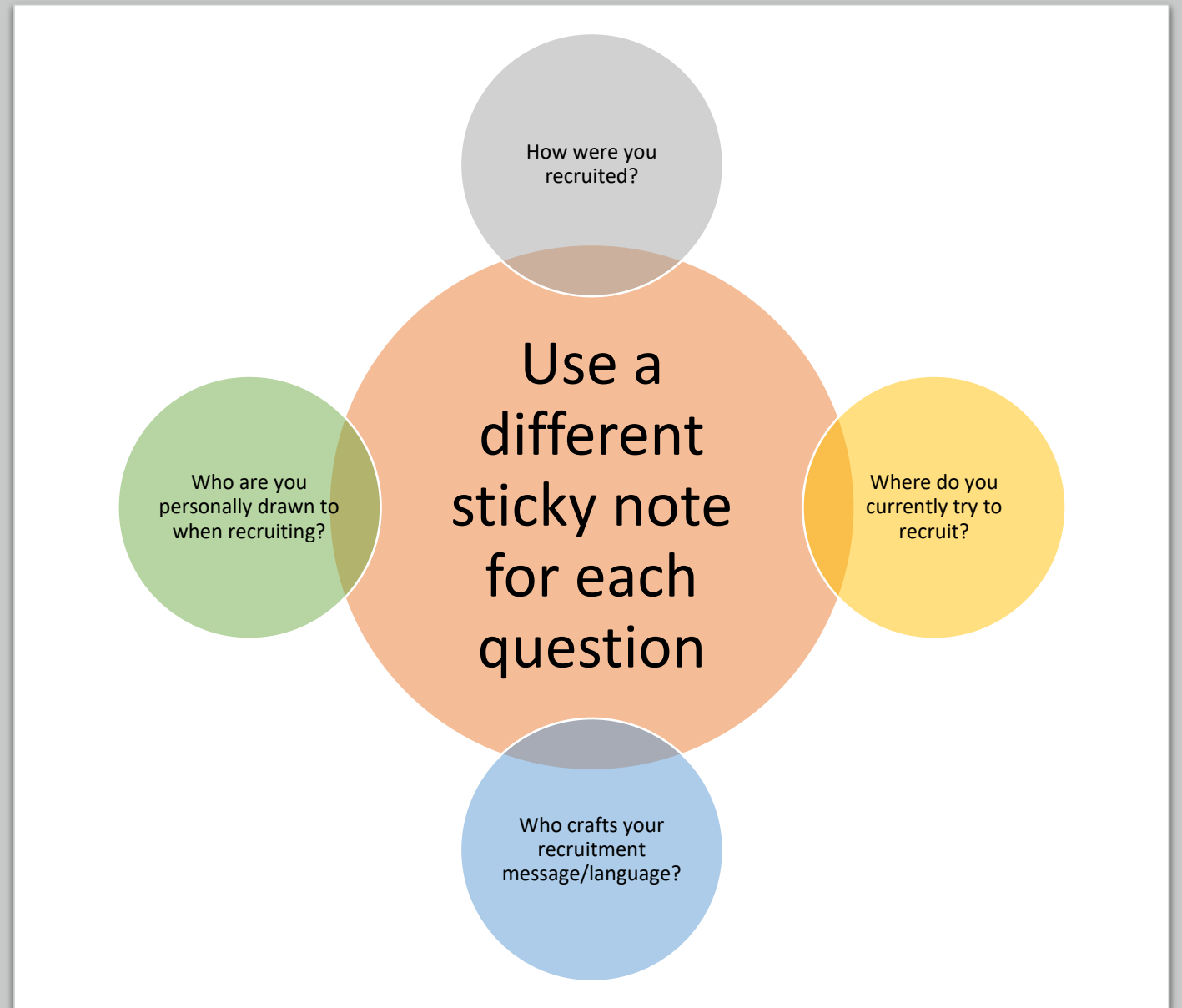
All identities are important

What are the priorities for your group?

Activity in groups of 3

- Whose voice is missing from your discussions?
- What perspectives do you think you need to have?
- Where do you have gaps in your group diversity profile?
- Which gaps are critical?

Recruiting



Recruiting

Why do we want more diversity in this group?

What will it add?

How critical is it?

What is the opportunity cost of not having it?

Recruiting

- Tools
 - Social Media
 - What do you currently use?
 - What do you want to use?
 - What tools have you not explored?





Recruiting

- Descriptions
 - Written to attract diverse groups? (Language, focus, etc)
 - Who is writing the recruitment notices?
 - Who is making the calls?

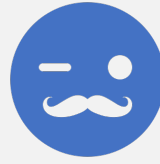
Recruiting

- Fit
 - Who is the recruit who does not “fit?”
 - What makes them not fit?
 - What does the ideal recruit look like?



Wrap-Up

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What are you taking away?



Questions?



Thank you...