

Diversifying Faculty for Department Hiring Committees

Many departments are seeking to hire diverse faculty across the discipline. While diversity is one key to creating equity in the discipline, creating opportunities by investing in a welcoming environment and encouraging inclusivity and parity is just as important. These resources, while not exhaustive, will help those on department hiring committees be able to articulate and foster the value of having diverse perspectives, faculty, and curricular content in the academy.

Why Diversity Matters and Having the Diversity Conversation with Hiring Committee Members

Diverse perspectives, leadership, and networks create a university culture that prioritizes innovative research, efficient teaching practices, and meaningful community engagement while fostering an inclusive environment. [Start the conversation!](#)

Here are other articles for starting the diversity conversation among your colleagues:

[Cluster Hiring and Diversity](#), by Colleen Flaherty

[The Case for Cluster Hiring to Diversify Your Faculty](#), by Carla Freeman

[Retention of Underrepresented Minority Faculty: Strategic Initiatives for Institutional Value Proposition Based on Perspectives from a Range of Academic Institutions](#), by Joseph A. Whittaker, Beronda L. Montgomery, and Veronica G. Martinez Acosta

[Do Babies Matter?: Gender and Family in the Ivory Tower](#), by Mary Ann Mason, Nicholas H. Wolfinger, and Marc Goulden

[A Bad Fit?](#), by Colleen Flaherty

[Recruiting Diverse and Excellent New Faculty](#), by Abigail J. Stewart and Virginia Valian

Creating an Inclusive and Welcoming Environment in Your Department

As academic departments envision creating a more inclusive and welcoming community, the task of recruiting and maintaining diversity requires direct action. It is crucial for departments to enact explicit policies and practices that support the creation of a culture of belonging for diverse faculty, students, and administrators.

Below you will find links to articles that discuss how to create a more inclusive environment for academic communities:

[The Difference Safe Spaces Make: The Obstacles and Rewards of Fostering Support for the LGBT Community at HBCUs](#), by Kendric Coleman

[Faculty women of color: The critical nexus of race and gender.](#), by Caroline Sotello Viernes Turner, Juan Carlos González, and Kathleen Wong (Lau)

[Written/Unwritten: Diversity and the Hidden Truths of Tenure](#), by Patricia A. Matthew

Practical Steps When Diversifying the Department

You are ready to commit to diversifying your department, but don't know exactly how to do it. Here are a few practical steps departments can take to engage, recruit, and include diverse members of their faculty.

[Seeing Diversity through Blind Hiring](#), by Neeraj Rajasekar

[Creating and Maintaining a Diverse Department](#), by dia Harvey Wingfield

Searching for Diverse Candidates

To reach a wider candidate pool for academic jobs, departments are encouraged to post their job ads on the [ASA Job Bank](#). You may also go to ASA's [Minority Fellowship Program](#) and look up past MFP fellows to do targeted outreach. The most recent MFP cohorts are currently on the job market. In addition, you may search for [Mellon Mays Graduate Fellows](#) who are on the academic job market in sociology. Departments could also send job ads to sociology departments at Historically Black Colleges and Universities, Hispanic-Serving Institutions, and Tribal Colleges and Universities.