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) / 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) / 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