

## Search Advocate Training

In November, Chief Equity & Inclusion Officer Sharon Bland, Equity and Inclusion Program Manager Jeanette Rojas, Human Resources Specialist Elaine Doong, and Professor Karen Penn de Martinez visited Oregon State University to attend their Search Advocate Training workshop. This program trains employees to assist search committees in promoting a focus on equity and inclusion in the hiring process. Advocates aid the hiring manager/search committee members in writing position descriptions that are inclusive and designed to encourage diverse candidates to apply. They then work with the committee throughout the search, interview, and recommendation process to utilize equitable practices and raise awareness of unconscious bias. Attendees were charged with describing the role of being a search advocate and what that meant to them personally and with the groups they worked with. The training helped everyone become more analytical of how to use language that is equitable, inclusive, and created opportunities rather than barriers. They also worked on how to use other search strategies with regards to increasing diversity and avoiding bias. These methodologies have positively impacted the hiring process at OSU and have recently been adopted by the community college system in Virginia. The attendees learned about multiple search strategies to increase diversity and avoid bias. The Office of Equity and Diversity plans to bring the trainer to the College during professional week in August 2020 and apply these principles in MC's efforts to recruit, hire, retain, and promote highly qualified employees who reflect the diversity of our community.