Recruitment in International Education:
Resources for Fostering Inclusion

❖ Comprehensively evaluate your current practices— from how you initially draft the position description to how you promote inclusion in the long term.

➢ Diversity Abroad’s Global Equity & Inclusion Guidelines provide institutions and organizations in international education the tools and support to conduct a self-assessment of their unique context. “Staffing, Hiring and Retention” is one of several areas addressed within the guidelines and process. https://www.diversitynetwork.org/GEIGuidelines

➢ Review the Forum Standards of Good Practice section 6.2: Financial and Human Resources

➢ Review this NAFSA diversity in hiring practices webinar: https://www.nafsa.org/professional-resources/career-center/diversity-hiring-practices

❖ Be intentional with how you advertise the position. If you are not sure, find out where your Human Resources department is posting jobs. Advertise beyond the most major publications/websites/job boards, such as higheredjobs.com, the Chronicle of Higher Education, and NAFSA. These are just a few examples of additional locations where you may consider posting a position:

➢ Academic Diversity Search, inc: http://www.academicdiversysearch.com/

➢ American Association for Affirmative Action: http://www.affirmativeaction.org/

➢ American Association of People with Disabilities: http://www.aapd.com/

➢ American Association of University Women: http://www.aauw.org/

➢ DIVERSE Issues in Higher Education: http://diversejobs.net/

➢ Diversity Abroad: https://www.diversitynetwork.org/careers

➢ Diversity.com: http://www.diversity.com

➢ EOP Diversity and Inclusion Career Center: https://www.eop.com/career.php

➢ Hispanic Outlook in Higher Education: https://www.hispanicoutlookjobs.com/

➢ Insight Into Diversity: http://www.insightintodiversity.com

➢ Native Americans Job Website: http://www.nativeamericanjobs.com/

➢ Workplacediversity.com: www.workplacediversity.com