

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.academicdiversitysearch.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