

### Questions?

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Diversity Statement

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## Diversity Statement

*CSULB seeks to recruit administrators and faculty who enthusiastically support the University's strong commitment to the academic success of all of our students, including students of color, students with disabilities, students who are first generation to college, veterans, students with diverse socio-economic backgrounds, and students of diverse sexual orientations and gender expressions.*

*CSULB seeks to recruit and retain a diverse workforce as a reflection of our commitment to serve the People of California, to maintain the excellence of the University, and to offer our students a rich variety of expertise, perspectives, and ways of knowing and learning.*

*CSULB is committed to creating a community in which a diverse population can learn, live, and work in an atmosphere of tolerance, civility and respect for the rights and sensibilities of each individual, without regard to race, color, national origin, ancestry, religious creed, sex, gender identity, sexual orientation, marital status, disability, medical condition, age, Vietnam era veteran status, or any other veterans' status. CSULB is an Equal Opportunity Employer.*

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# Executive Order 11246 and Proposition 209

## Executive Order 11246

The Executive Order prohibits federal contractors and federally-assisted construction contractors and subcontractors, who do over \$10,000 in Government business in one year from discriminating in employment decisions on the basis of race, color, religion, sex, sexual orientation, gender identity or national origin. The Executive Order also requires Government contractors to take affirmative action to ensure that equal opportunity is provided in all aspects of their employment. Additionally, Executive Order 11246 prohibits federal contractors and subcontractors from, under certain circumstances, taking adverse employment actions against applicants and employees for asking about, discussing, or sharing information about their pay or the pay of their co-workers.

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## Proposition 209

## Compliance Guidelines for: Supervisor, Department Chairs, Search Committees & Faculty

Protected Category	Appropriate	Inappropriate
Race/Color	None	Any inquiry which would indicate race or color
Sex	None	Any inquiry made of members of one sex, but not the other. Any inquiry concerning candidate's height or weight
Gender/Sexual Orientation	None	Any inquiry which would indicate gender or sexual orientation
National Origin/Citizenship		

# CSULB Search Committee Practices to Enable Equity\*

## Search Committee Composition

- Include faculty who are committed to diversity and excellence.
- Ensure that women and minority faculty members have equal opportunity to serve on search committees.
- Include faculty members from other fields to enhance equity and create a more explicit and open discussion.

## Job Description/ Position Announcement

- Include language that expresses an interest in candidates who will advance our commitment to diversity.
- Broaden the job description to attract the widest possible range of qualified candidates.
- Advertise in venues that reach women and underrepresented minorities, such as special subgroups of professional organizations or focused conferences.
- Note in the ad that CSULB has family friendly policies.

## Active Recruiting

- Go beyond the 'usual' range of institutions from which you recruit.
- When contacting colleagues, specifically ask for recommendations of candidates from groups who have teaching and research experience in working with underrepresented communities, in addition to other recommendations.
- Consider candidates who may be currently under-placed and thriving at less well-ranked institutions.
- If multiple searches are taking place in your department, consider using a single search committee for all positions, to allow the consideration of a broader range of applicants.
- Consider hiring outstanding former students after they have had experience elsewhere.

## The Interview

- Avoid illegal and discriminatory questions.
- Use a standard protocol for each campus visit.
- Give candidates the opportunity to talk with others – not the search committee and not even in the same department – about gender and climate issues.

## Evaluating Candidate

- Self-correction – be aware of the possibility of your own unconscious bias.
  - Agree upon evaluation criteria and ground rules for the search committee and stick to them.
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## Recruitment, Selection, and Appointment of Management Personnel Plan (MPP) Employees

Please use the following link to view the policy on hiring MPPs.

**Visionary:** Members of dominant groups are evaluated based on their potential whereas underrepresented groups are judged on their accomplishments and their track record only. For example: “He has vision” or “She lacks vision.”

**Star:** Used when the speaker is an infatuated fan of the candidate under consideration. When you hear it, ask the speaker to explain their use of the term and support it with evidence. For example: “She’s not a star” or “It’s clear he’s a rock star.”

**Committed, single-minded focus or hard-worker:** These terms could be cloaking a bias against care-givers, those faculty members who cannot depend on what Williams (2000) calls a “flow of family work” which allows ideal workers to log long hours in the office while still having their material needs met.

#### [Additional Resources:](#)

[Click here](#) for a short educational video from American Bar Association, produced for the UC System.

[click here for Harvard's Study.](#)

#### [Additional Articles:](#)

Interrupting the Usual: Successful Strategies for Hiring Diverse Faculty  
Daryl G. Smith, Caroline S. Turner, Nana Osei



## FACULTY DIVERSITY RECRUITING RESOURCES

Reach potential faculty candidates by advertising at these publications or websites:

### [CIC: Doctoral Directory](#)

Directory contains 400 African American, Latino, Native American and Asian students who have recently completed or will soon complete their Ph.D. or MFA degree at a CIC university in 50

[Insight into Diversity \(Affirmative Action Register\)](#)

List of institutions, organizations and companies who make extra effort to reach qualified candidates within all segments of society, with special effort to notify members of federally mandated groups of advertised position openings. Publication online is at no added charge with purchase of printed ad.

*Please click here to access the [Insight into Diversity](#)*

[Association of American Indian Physicians](#): Select **Job Center**, then **job opening credit by clicking here** under the Post a Job box. (Registration required.)

[Association of Black Cardiologists Digest of Urban Cardiology](#): From the menu, select **Member Services, ABC Career Center, Enter new ABC Career Center**, and then **Post a Job**. New users must create an account to post jobs.

[Diversity.com](#): Select **Classifieds Ads**, then **Open New Account** to register, and then select **Post/Edit Ads**.

[Equal Opportunity Publications, Inc.](#): Registration required. Select **Post a Job**. Costs \$250 per month.

[Hispanic National Bar Association](#): From the menu, select **Membership**, then **Career Center** to post jobs. Cost for nonprofit/government/public sector is \$150 and for private companies is \$400.

[IMDiversity, Inc.](#): From the menu, select **For Employers** (you can register to become member or use non-member services) or click on **Post Jobs** and create an account to use the services. Non-members:\$200 for 90 days

[Journal of Blacks in Higher Education](#): From the menu click on **Jobs and Opportunities** next click on

[National Associations of Ethnic Studies Job Boards](#): Select **Job Postings** from right bottom corner. All the rates are displayed on the page; contact them for further assistance.

[National Black Nurses Association](#): Select **Advertising**, then **NBNA Job Listings**. Or, contact the NBNA advertising department at 800-575-6298 or send a message to [patgray@nbna.org](mailto:patgray@nbna.org) and a representative will contact you. For rates, select **specific rate information here**.

[National Organization For The Professional Advancement Of Black Chemists and Chemical Engineers](#): From the menu, select **Career Center**, then follow instructions under **Resources for Employers and Recruits**. (Registration required.)

[National Organization of Minority Architects](#): Select **Contact** and choose "Advertising Information" for Message Type. You must send in the contact form.

[National Society of Black Engineers](#): From the menu, select **Corporate/Sponsors**, then **Job Postings**. Registration required. Cost is \$250.

[NativeAmericanJobs.com](#): From the menu, click on **Post Jobs**. (Registration required.)

[Society for the Advancement of Chicanos and Native Americans in Science](#): From the menu, select **Jobs/ Opportunities** next click on **Jobs**, next click on **submit a web ad** (if new should open an account: follow the instruction at the bottom of the page)

[Society of Hispanic Professional Engineers](#): Select **Careers** (the link looks like an ad towards right of the webpage, not in menu bar) and register to post a job.

[Society of Women Engineers](#): Click on **Post jobs**. Costs \$150 for 30 days. Registration required.

[Women in Higher Education \(WIHE\)](#): From the menu, select **Advertise** (all the rates are displayed on the page for more info call the number given)

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