



Office of Equity & Inclusion
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Effective Practices on Diversifying Faculty

Harvard Implicit Association Test: <https://implicit.harvard.edu/implicit/iatdetails.html>

Evidence Of Racial, Gender Biases Found In Faculty Mentoring
By Shankar Vedantam

<http://www.npr.org/2014/04/22/305814367/evidence-of-racial-gender-biases-found-in-faculty-mentoring>

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

http://diversity.berkeley.edu/sites/default/files/Interrupting_the_Usual_Daryl_Smith.pdf

How to Diversify the Faculty (2006)

Ann Springer, Counsel American Association of University Professors

<http://www.aaup.org/issues/diversity-affirmative-action/diversify-faculty>

Daryl Smith – Diversity’s Promise (1hr Video)

<http://www.youtube.com/watch?v=wFqCOR-zhXk>

The Revolving Door - AACU

http://www.csun.edu/~eec/Irvine_Revolving_Door.pdf

Stanford Students – Why faculty diversity (23min Video)

<https://facultydevelopment.stanford.edu/reports/public-student-voices>

Strategies and Tactics for Recruiting to Improve Diversity and Excellence

ADVANCE Program at the University of Michigan

Denise Sekaquaptewa, Professor of Psychology and Faculty Associate at the Research Center for Group Dynamics in the Institute for Social Research at University of Michigan, and Noel Perkins, Arthur F. Thurnau and Donald T. Greenwood Collegiate Professor of Mechanical Engineering at University of Michigan discuss strategies to recruit for higher diversity.

<https://www.youtube.com/watch?v=CfIMbPWp55s>

Group Love: How the Mind Creates “Us” and “Them” with Mahzarin R. Banaji

Fred Kavli Keynote Address from 26th Annual Association for Psychological Science Convention (2014)

Mahzarin R. Banaji, Richard Clarke Cabot Professor of Social Ethics in the Department of Psychology at Harvard University, and co-developer of the Implicit Association Test, discusses behavioral blind spots and how to overcome them.

<http://www.psychologicalscience.org/r/us-them>