Things YOU can do to improve diversity, equity, and inclusion...

1. **ADMIT IT:** Recognize and acknowledge biases (unconscious and conscious).

2. **TALK ABOUT IT:** Prompt a conversation about setting diversity expectations with the search committee. This will help avoid “group think” around attaching a particular value base to candidate qualities.

3. **THINK ABOUT IT:** Assess and reduce bias in your job ads (use tools like the [gender decoder](https://genderdecoder.com) and the CUPA/HR diversity, equity, and inclusion resources).

4. **RECRUIT FOR INCLUSIVENESS:** Engage in relational recruiting, seek referrals, and use platforms/listservs that promote inclusiveness. Identify the social media communities to learn about candidates and where to share job posting.

5. **BE A MENTEE:** Aggressively seek out mentors to help build your career path. These can be active or passive mentors.

6. **BE A MENTOR:** Aggressively seek out mentees to help build their career paths. Use your influence as a leader to create “yes, I can” moments for underrepresented professionals.

More information and resources available here:

[https://docs.google.com/spreadsheets/d/1hmAw-EdVW6F9IT-rs6dBdjZmmNEiArv-djcGl7aVyy/edit#gid=0](https://docs.google.com/spreadsheets/d/1hmAw-EdVW6F9IT-rs6dBdjZmmNEiArv-djcGl7aVyy/edit#gid=0)