IUPUI’s Office of Equal Opportunity is announcing its Equity Inclusion Advocate (EIA) program for faculty and staff searches to enhance integrity, effectiveness, and diversity in the university’s hiring practices. Equity and Inclusion Advocates are employees trained as search and selection process experts. The Office is excited to have IU School of Medicine as a partner to pilot the EIA program this fall. Eventually we hope, all searches at the tenured-track and professional associate level three (PA3) position or higher will include an EIA on the search committee. Search advocates are increasingly being asked to serve on campus committees across the country. This trend is an indication of the value they provide to the search and selection process.

The EIA program will help to address the 2014 IUPUI Strategic Plan goals identified under the Objective: Contributions to the well-being of the citizens of Indianapolis, the state of Indiana, and beyond. Specifically,

**Goals 9:**
- Promote an Inclusive Campus Climate
- Create pathways for success for underrepresented students, faculty, and staff
- Develop cross-cultural awareness and competence among all members of the IUPUI community
- Develop, implement, and achieve diversity plans in all units

**Goal 10:**
- Develop Faculty and Staff
- Become an employer of choice for staff and faculty by providing meaningful work, improved workplace culture and communication, and advancement opportunities
- Strengthen performance and promotion and tenure approaches.

Search committees and advocates engage throughout the search and selection process, beginning with position development, and continuing through the hiring decision and integrating new employees or faculty into the organization. At every stage, EIA’s serve as consultant/participants, supporting the search process and helping committees identify practices that minimize the effects of unconscious, unintentional biases.
Advocates promote diversity by:

- Sharing current information regarding best practices for diversifying the search applicant pool
- Recognizing and challenging implicit/explicit bias that can negatively impact decision making processes
- Recommending inclusive/affirmative recruitment strategies
- Supporting the search committee chair by encouraging full committee and stakeholder participation
- Consulting when appropriate with the Office of Equal Opportunity, Human Resource Administration and/or Division of Diversity Equity and Inclusion when assistance would be beneficial to address challenges that arise.

In partnership with search chairs, search committees, and hiring officials, Equity and Inclusion Advocates affirm IUPUI’s high standard for excellent and inclusive search/selection practices.

By virtue of the role, responsibilities, and interest in understanding how IUPUI searches are to be conducted equitably, we hope that YOU register for this free EIA training opportunity.

To become an Equity and Inclusion Advocate, individuals need to complete a two-part series of workshops addressing current research about diversity and cognitive bias, the changing legal landscape in hiring, inclusive employment principles, specific steps to strengthen each stage of the search process, and effective approaches to participation on search committees in the advocate role. Training developed by content experts from our campus will reflect both global and IUPUI-specific considerations.

September 14 and 21, 2015, 12:30 p.m. to 4:30 p.m.
Taylor Hall (UC 104)
Click HERE to register
Open registration ends September 10, 2015