University HR Updates: DEI Initiatives Talent Acquisition

UI Staff Council
February 10, 2021
DEI Action Plan Updates

UI Staff Council Updates – February 10, 2021
Universal Competency

Diversity, Equity, and Inclusion

Ability to work with a variety of individuals and groups in a constructive and respectful manner while appreciating the unique contribution of an inclusive workforce that brings together the talents of people across multiple identities, including: race, creed, color, religion, national origins, age, sex, pregnancy, disability, veteran or military status, sexual orientation, gender identity, or associational preferences.
UHR Vision Statement

Human Resources provides leadership in shaping an *equitable and inclusive* culture that drives *diversity*, excellence and innovation by supporting talent, engagement, and the employee work experience.
We are stronger as a team that welcomes diverse perspectives, experiences, and approaches to foster a stronger, smarter, and more informed organization.

... 

We believe that building a truly inclusive culture is essential for all our employees to bring their authentic, whole selves to work and experience a sense of belonging and support.

...

We must stretch and grow to create systematic change and eliminate barriers that marginalize or exclude people based on their identity, status or perceived abilities.
Embed DEI in all HR Practices

HR Strategic Plan
- Talent Acquisition
- Leadership Excellence
- Employee Experience
- Agility and Innovation
ADA Employment Accommodation Fund

→ 2-year pilot
→ Administered by Faculty and Staff Disability Services
→ Central funding for employee accommodations
→ 66 accommodations supported to date
→ Moving toward establishing this as an ongoing program
Path to Distinction – Office of Provost

- Faculty Recruitment initiative
- Pilot project in AY2019-20
- Campus-wide implementation underway
The Path to Distinction pilot program was completed during Academic Year 2019-2020, working in collaboration with four academic departments conducting tenure track faculty searches. The Path to Distinction coordinating team developed and provided search committee training on implicit bias and research-informed strategies to advance diversity, equity, and inclusion in the search process. In addition, the pilot departments were provided with a packet of tools and resources to assist them with implementing these strategies.

The pilot results demonstrated that the pilot departments did implement new strategies that had not been used previously. Their applicant pools were somewhat more diverse, in terms of race/ethnicity and gender, than their historical applicant pools based on self-reported data. The interview pools also included a significant percentage of candidates from underrepresented populations.

In this next phase of the Path to Distinction, the Office of the Provost will collaborate with colleges to incorporate the pilot search strategies more broadly into faculty recruitment processes throughout campus. The Project Coordinator, Jan Waterhouse, will reach out to college leadership to discuss next steps in each college.

In addition, the Path to Distinction tools and resources are available for campus use. Please explore the tools and templates on this site and contact us with questions about how to implement the pilot strategies into your faculty search process.

For more information:
Complete packet
Contact faculty@uiowa.edu.

- Faculty Handbook
- Faculty Development
- Faculty Awards
  - Faculty Diversity, Equity, and Inclusion
    - Distinction through Diversity Fund
  - Path to Distinction
    - Faculty Search Model
    - Advertising Samples
    - Active Recruitment Materials
    - Candidate Evaluation Tools
- Other Tools
- Faculty Organizations
- Collegiate Faculty HR Contacts
- College Web Sites
- Affordable Content Initiatives
- Assessment of Teaching

https://provost.uiowa.edu/path-distinction
UHR DEI Initiatives

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UHR DEI Advisory Committee

- Launched in summer 2020
- 10 staff members
- Charter developed
- Regular meetings with UHR leadership
- Initial focus: individual/community learning
DEI Speaker Series

Jan Waterhouse  
*Concept of Privilege*

Jesus (Chuy) Renteria  
*Growing Up in Iowa’s First Majority Hispanic Town*

Oleta Davis  
*Micro-Aggressions*

Steven Edwards  
*Our Individual Journey: Sitting with Discomfort*

Maria Guadalupe Bruno  
*Belonging*

Teresa Stecker  
*The Immigrant Experience*

Eddie Etsey  
*Detangling Black Identities*

Jennifer Modesto  
*Overview of the Sep 22nd Executive Order*

Robert Moore & Ross Nusser  
*The Art of Murals: Impact on Racial Identity*

Cristina Lopez  
*Taking DE&I from Strategy & Learning to Action & Results*

Moni Marcelo  
*Challenges for Queer Women*

Cody Howell  
*Step Up to Make Change: Being an Engaged Bystander*

Mary Beth Easley  
*Theatre and Inclusion*

Eli Hotchkiss  
*Toxic Masculinity*

Gabby Blanchard  
*Implicit Bias*
UHR DEI Leadership Role

Jan Waterhouse
Senior Director
HR Policy & Compliance/UHR Diversity, Equity and Inclusion

- Develop and lead efforts within UHR and the HR campus community
- Partner with campus DEI leaders
Future DEI Initiatives

- Campus leadership DEI training sponsored by DDEI
  - Senior HR Leaders will be included

- Training for HR community on responding to employee concerns
  - Partnership with EOD

- Search Process Review Committee, spring 2021
UHR Talent Acquisition

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Notable Recruitment Strategies

→ Supervisor Training@Iowa: Recruiting, Hiring, and Onboarding
  • DEI content embedded

→ “Why Iowa” and “Why Iowa City” materials linked to jobs.uiowa.edu

→ Partnerships with local/regional/national organizations to attract diverse talent (28 in total to date)

→ Development of an employee value proposition for staff recruitment
Diversity Recruiter Pilot

→ University Human Resources piloted a Diversity Recruiter role starting in 2018

→ 20% of UHR new hires since that time identified as a racial/ethnic minority

→ Direct impact on the composition of UHR staff, increasing the number of staff whom identify as a racial/ethnic minority from 6.8% in October 2016 to 15.5% by January 2019

→ Talent Acquisition hired 2 FTE to help expand these efforts to campus

→ UHR Talent Acquisition Specialists are required to complete the BUILD certification, actively source for underrepresented applicants to create more robust talent pools and adhere to recruitment best practices
Staff Diversity Opportunity Program

- Pool of funds to enhance future efforts to recruit and retain minorities and women in Professional and Scientific (P&S) classifications, thereby increasing diversity within the P&S staff and on the University of Iowa campus overall.

- SDOP funds are available to areas highly dependent on General Education Funds.

- In CY 20, the SDOP program supported four hires.

https://hr.uiowa.edu/careers/talent-acquisition/staff-diversity-opportunity-program
HR Strategic Plan: Talent Acquisition

→ Develop and promote the university’s employer brand.
  • Incorporate diversity, equity, and inclusion throughout marketing and communication efforts.

→ Establish a consistent and sustainable talent acquisition model that positions the university to more effectively compete for the best talent.
  • Ensure that hiring managers receive diversity, equity, and inclusion training.

→ Develop sourcing strategies to deliver more diverse and robust applicant pools.
  • Identify and assess sourcing/outreach resources with an emphasis on diversity, equity, and inclusion.
Applicant Assistance

Apply at Iowa

Internal Staff Applicants
Are you a current permanent employee and looking for other career opportunities? Log in through Employee Self Service under your My Career icon to see current openings.

External or Other Applicants
External applicants or those that fall under temporary, Faculty, or Postdoctoral roles, please apply directly through our Jobs@UI website.

Faculty
To apply for Faculty positions, please visit our jobs website and view our current openings.

Temporary
To apply for Temporary positions, please visit our jobs website and view our current openings.

Student
To apply for Student positions, please visit the Pomerantz Career Center’s website and view current openings.

Log in to your account OR create an account by clicking “Go to Profile”

https://hr.uiowa.edu/careers/talent-acquisition/apply-iowa
2020 Top 10 Sources

- Identified by Candidates
- Excluded “Our Website”
  - 58% of all responses
Questions??

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