

BEST PRACTICES, EEO

Title: Diversifying the Faculty: A Guidebook for Search Committees # 438
Source: University of Washington **Co Area:** Human Resources - Employee
Addl Info: <http://www.engr.washington.edu/advance/workshops/best-practices-checklist.pdf>
Abstract: A checklist Good, Better and Best Practices to use before, during and after the search. Similar if not identical presentation located at <http://www.provost.utoronto.ca/English/Checklist-of-Best-Practices-in-Proactive-Recruitment.html>

Title: Guidelines for Search Committees and Equity Panel Members in the Conduct of Faculty Searches # 541
Source: Mount Allison University **Co Area:** Human Resources - Employee
Addl Info: <http://www.mta.ca/hr/ee&labourel/equity.htm>
Abstract: A. Introduction - The Principle of Equity in Hiring
B. The Role of the Equity Panel Member
C. The Search for Excellence in Hiring
D. Developing Sensitivity and Awareness of the Differing Career Patterns among Women Academics
E. "Best Practices" in Hiring
 Construction of Advertisements
 Approaches to Countering Perceptual Distortions
 First Impressions
 Favourable vs. Unfavourable Information
 Positive/Negative Halo Effect
 Stereotyping
 Hiring in One's Own Image
 Oversimplification
 Projection
 Self-fulfilling Prophecy
 Interviews and the Conducting of Campus Visits
 Post Interview Assessment

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Title: Equal Employment Opportunity Awards # 614

Source: U.S. Department of Labor **Co Area:**

Addl Info: <http://www.dol.gov/esa/media/reports/ofccp/eveint.htm> (URL no longer valid)

Abstract: The Secretary of Labor's Opportunity Award, the Exemplary Voluntary Efforts Award (EVE), and the Exemplary Public Interest Contribution Awards (EPIC) are the most desired equal employment opportunity awards ever instituted by the Office of Federal Contract Compliance Programs (OFCCP). The site links to the current awards and previous years.

THE SECRETARY OF LABOR'S OPPORTUNITY AWARD honors one Federal contractor each year that has established and instituted comprehensive workforce strategies to ensure equal employment opportunity.

EXEMPLARY VOLUNTARY EFFORTS (EVE) AWARD honors federal contractors that have demonstrated through programs or activities, exemplary and innovative efforts to increase the employment opportunities of employees, including minorities, women, individuals with disabilities, and veterans.

EXEMPLARY PUBLIC INTEREST CONTRIBUTION (EPIC) AWARD honors public interest organizations that have supported equal employment opportunity and linked their efforts with those of federal contractors to enhance the equal employment opportunities for minorities, women, individuals with disabilities, and veterans.

Title: Worst Practices - Diversity # 641

Source: Minority Corporate Counsel Association **Co Area:**

Addl Info: <http://www.acc.com/DiverseCounsel/resources/worstpractice.html>

Abstract: For companies embarking on diversity initiatives, a best practices search is now an accepted starting point. But is this enough? Relying on cookie-cutter replications of others' actions in diversity practice is risky business. Current diversity best practices research fails to establish clear standards for success; correlate results with bottom-line outcomes; collect data from all levels of organizations; and measure the impact of different corporate cultures on success.

Rather than depend on the questionable success of others, those charged with the challenging task of developing a corporate diversity program should consider and learn from the painful failures of others. Reviewing worst practices builds on the concept of learning organizations to consider what has not worked and why. Armed with this insight, new approaches will emerge.

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Title: Diversity Experts Discuss Best Practices for Diversity Training # 917

Source: DiverseEducation.com

Co Area:

Addl Info: http://diverseeducation.com/artman/publish/article_11411.shtml

Abstract: As American work environments become more diverse, tension and conflict are more likely to occur, making the need for research and theory about diversity education important, a panel of diversity training experts said at a conference in Arlington, Va., on Friday.

Research and theory have shown potential drawbacks and outcomes of diversity education and also illustrate how educators can conduct diversity initiatives to be more consistent and efficient, scholars said in a panel during the George Mason University-sponsored conference, "Teaching and Training Workplace Diversity: Bridging the Research-Practice Gap," held from July 10-12.

"A lot of emotions are involved in diversity, people attach a lot of values to it and it's a very personal thing," said Dr. Derek R. Avery, an associate professor of psychology at the University of Houston.

Title: 5 Mentoring Best Practices # 958

Source: DiversityInc

Co Area: Human Resources

Addl Info: <http://www.diversityinc.com/public/5653.cfm>

Abstract: Why do talented people--especially women, Blacks, Asians and Latinos--leave corporate America? Several studies show that even before the current economic crisis they felt that they weren't going to get promoted and that opportunities were limited. With the recession making the potential for promotion even more limited, they feel even more powerless. Taken from businesses such as IBM and American Express

- 1: Use Formal, Structured Programs
- 2: Use Informal Mentoring
- 3: Make Mentoring Cross-Cultural
- 4: Measure Success and Follow-Up
- 5: Publicize the Benefits of Mentoring Programs

Also see -

DiversityInc Best Practices - <http://www.diversityincbestpractices.com/bp/>

Webinar Calendar - <http://www.diversityincbestpractices.com/bp/page.php?93>