



Subject: Open Call for Faculty and Staff Service as an Equity Advocate in the Hiring Process (Equity Advocate)

Dear Colleagues,

The offices of Diversity, Equity, and Inclusion, Academic Personnel Services, and Human Resources are seeking faculty and staff volunteers to serve as Equity Advocates on hiring search committees. Our pool of Equity Advocates consists of socially conscious volunteer faculty and staff members who serve on departments' hiring search committees to be a presence and resource, encouraging equitable consideration of all candidates across identity markers.

The Equity Advocate adds a layer of awareness and consistency to the search and deliberative process, allowing the committee to focus not only on content expertise but also on addressing the structural impact of implicit and unconscious bias.

All faculty searches are required to include a non-voting Equity Advocate on the search committee, and Equity Advocates are provided to staff searches by request. Those who volunteer for the role of Equity Advocate provide a vital service in promoting institutional structural change toward diversity, equity, and inclusion.

Equity Advocates receive training in "Addressing Unconscious/Implicit Bias," an "Equity Advocate Program" orientation, and guideline documents. A service appreciation letter will be provided to all Equity Advocates who serve on hiring search committees.

If you are interested in volunteering to become an Equity Advocate, please fill out this [Google form](#).

Warm regards,

~Pearl Podgorniak

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