THE UNIVERSITY OF BRITISH COLUMBIA
Office of Respectful Environments, Equity, Diversity & Inclusion
Faculty of Medicine

Equity & Inclusion Moments That Matter: Faculty & Staff Recruitment

Your recruitment says much about your unit's overall progress around equity & inclusion.

- Recruitment conveys who is and is not welcome, long before someone joins the team.
- Every hire influences culture, scholarship, teaching, and service for years to come.
- A recruitment processes can either affirm or undermine stated commitments to EDI.
- The strongest candidates—particularly those from historically, systemically, and persistently marginalized groups—often have multiple offers.
- A thoughtful, transparent recruitment process showcases your unit as serious, supportive choice.
- How candidates are treated during recruitment often predicts whether they will accept an offer and how long they will stay.

Does your recruitment show that you value equity & inclusion?

Team alignment*

Anchored in values	Explicitly names equity, diversity, and inclusion as priorities.
Resourced for success	Gives the time, people and planning resources to design a process that avoids "red flags" such as rushing and guesswork.
Open to growth	Works on understanding implicit bias and mitigation in processes; modifies practices; applies consistent evaluation tools and rubrics.
Reflective & learning	Debriefs as a team after each recruitment to identify strengths, gaps, and opportunities to make the process more inclusive.

Recruitment materials

Transparent	Clearly communicates criteria, timelines, and evaluation processes so candidates know what to expect.
Inclusive language & images	It resonates with a wide range of candidates, highlighting diversity through images and narratives.
Values diverse excellence	States explicitly that the strengths and experiences of members of historically, systemically, and persistently marginalized groups are valued; people with non-traditional but comparable experiences are also encouraged to apply.
Proactive outreach	Goes beyond standard postings and reaches candidates where they are (e.g., equity-focused professional associations, conferences, affinity networks, specialized recruiters).

*Examples provided are non-exhaustive. More information about recruitment practices can be found on the Faculty of Medicine Human Resources website. For tailored guidance about supporting members of historically marginalized groups in your recruitment practices, contact the REDI Team.

Candidate experience

Accessible & barrier-aware	Minimizes unnecessary requirements; accommodates different needs; reduces administrative burdens on applicants.
Candidate-centered experiences	Opportunities for informal conversations with current faculty/staff; provides information on supports (mentorship, affinity groups, accommodations, wellness resources).

You can help change the narrative around recruitment in your unit.

If you're hearing this...	Say this instead...
"We're just looking for the 'best fit' for our team."	"What voices and perspectives that are missing from our team?"
"Everyone knows the top candidates come from the same few schools."	"How can we broaden our outreach so diverse applicants know they're encouraged to apply?"
"EDI is important, but we can't compromise on excellence."	"Excellence looks different across contexts — let's discuss how to recognize diverse career paths and contributions."
"Let's ask around informally — I'm sure we already know who would be good."	"We'll structure the interview questions in advance to reduce bias and ensure fairness."