

# DAC Newsletter:

## Diversity Recruitment

**Last week**, Diversity Action Committee held an Open Forum where faculty and student representatives reflected on what we have done during our first two years as a committee. At this meeting, we also presented the results from the 2014 Diversity Climate Survey for Faculty and Staff. One of the findings from the survey was that a majority of faculty think we can do a much better job at recruiting and retaining diverse faculty and staff/administrators. With this in mind, DAC is developing a plan of action to create resources and materials to support departments and units that are in the process of hiring, in collaboration with Michele Paludi, our Equal Opportunity and Employee Relations Specialist/Title IX Coordinator/ADA & Section 504 Coordinator.

**Patrick Osse**, Student Representative on DAC, reflects on the importance of recruiting from a diverse pool of applicants, and argues for the need to provide appropriate workshops and training to do so:



The Diversity Action Committee aims to acknowledge, respect, and celebrate the differences among people within the Siena community. Our goal is to ignite the discussion of diversity as it pertains to race, gender, class, and sexual orientation in an effort to gain a greater understanding of the diversity that exists within our community. This fosters a mutual respect for others and helps build communities that are based on the content of one's character and the quality of their work. We firmly believe that diversity within our student body, faculty and staff is important for providing a quality education and overall experience.

With respect to hiring, research has shown that recruiting from a diverse pool of candidates increases the quality of the workforce and fosters a more creative and innovative work environment. By expanding the pool of potential employees, employers have a greater opportunity to hire the best and the brightest set of candidates. Bringing together workers with different backgrounds and experiences also strengthens the effectiveness of problem-solving within the workplace. According to a University of Florida 2008 report on "Diversity in the Workplace," diversity increases overall productivity in the workplace. Employees from various cultural and social backgrounds allow for multiple perspectives on internal and external issues. As a result, greater solutions will arise as every individual brings forth their own unique perspective. Furthermore, our nation's human capital substantially grows as more women, racial and ethnic minorities, and gay and transgender individuals enter the workforce.

Therefore, by creating diversity workshops, faculty members will be able to understand the importance of diversity in the workplace in an effort to challenge stereotypes and beliefs that are not conducive to strong and productive working relationships. By championing diversity within our community, we will have the opportunity to learn how to increase our understanding of others, which will open the doors for more transparency, communication, and trust within the Siena community.

**The full Diversity Survey Report, including a plan of action, is available upon request. If you want a copy, please contact one of the DAC Co-Chairs, Fanny Söderbäck or Laurie Naranch.**