

Inclusive Hiring Practices

As you seek to hire a new member of your team, you can make your process more inclusive for everyone involved. We encourage you to seek out resources to strengthen your knowledge and skills.

Educational Sessions for Johns Hopkins

Anyone conducting a search is encouraged to seek an opportunity to learn more about inclusive practices. The sessions below have been customized to support the needs of the JHU community.

- [Mitigating Unconscious Bias in Hiring](#): This live, interactive discussion hosted by the Office of Diversity and Inclusion addresses the full cycle of recruiting, screening, interviewing, and hiring. We cover patterns of bias and proactive actions to mitigate bias at each step in the hiring process. We will also talk specifically about the vacant role and the needs of your committee. (45-60 minutes; best for a full search committee)
- [Reducing Unconscious Bias in JHU Recruiting](#): This online course covers the basics of unconscious bias, how it impacts the hiring process, and how you can push against it. (30 minutes; recommended for everyone)
- [Diversity Matters: Faculty Searches at JHU](#): This online course addresses ways faculty searches can ensure a diverse hiring pool and how unconscious bias can shape the ways faculty are hired. (20 minutes; recommended for faculty searches)

Continued Learning

We have collected a series of articles and online courses for your continued engagement on this topic. Some links require you to sign in to [LinkedIn Learning](#), a resource available to all JH affiliates.

Recruiting and Interviewing

- [Diversity Recruiting](#)
- [Adding Value through Diversity](#)
- [Recruiting Diverse Talent as a Hiring Manager](#)
- [Fair and Effective Interviewing for Diversity and Inclusion](#)

Unconscious Bias in Hiring

- [Uncovering Unconscious Bias in Recruiting and Interviewing](#)
- [Unconscious Bias Resources for Health Professionals](#)
- [Interrupting Bias in the Faculty Search Process](#)
- [7 Practical Ways to Reduce Bias in Your Hiring Process](#)
- [How Search Committees Can See Bias in Themselves](#)

Faculty Searches

- [Leveraging Promising Practices: Improving the Recruitment, Hiring, and Retention of Diverse & Inclusive Faculty](#)
- [Supporting Strategies for Equity, Diversity, and Inclusion in Higher Education Faculty Hiring](#)

Identity-Specific Resources

- [Hiring and Supporting Neurodiversity in the Workplace](#)
- [Recruiting Veterans](#)
- [Recruiting, Hiring, and Employing People with Disabilities](#)
- [Signals and Strategies in Hiring Faculty of Color](#)

Other Resources

- [Inclusive Hiring Resources Guide](#)
- [Legally Permissible Interview Questions](#)

If you have any questions or additions to this guide, please contact the Office of Diversity and Inclusion at odi@jhu.edu

Updated March 21, 2022