

Employment Equity Recruitment Tips/Suggested Publications

Members of the department and in particular the search committee should be proactive in nominating candidates and getting the word out to colleagues at other universities.

Where you advertise can have a great effect on who applies. The wider you “cast your net”, the greater the diversity of your applicant pool. A broad and diverse group of applicants is an important factor both in finding the best candidate for a position and increasing representation of designated group members.

Enlarging and diversifying the pool of candidates calls for non-traditional and active recruiting methods

Suggested Publications

- Canadian Research Institute for the Advancement of Women (CRIAW)
<http://www.criaw-icref.ca/>
 - There is no charge for advertising in this journal
 - CRIAW info@criaw-icref.ca
 - phone: 613-422-2188

- Canadian Journal of Native Studies, <https://www.brandonu.ca/native-studies/cjns/>

- ILSA, the Indigenous Literary Studies Association,
<http://www.indigenoussliterarystudies.org/contact/> (job postings for all disciplines)

- Society for Canadian Women in Science and Technology Newsletter,
<http://www.scwist.ca>

- Senior Women Academic Administrators of Canada (SWAAC). Ad is circulated on the SWAAC list-serve as well as posted on their website: <http://www.swaac.ca/advertise-with-swaac.html>. There is a charge of \$100 per position advertised, postings are up for a minimum of 2 months

- Professional Indigenous Engagement Services/Job Board, <https://www.amik.ca>

“Publicizing the position in so many venues may seem redundant, but doing so ensures that the greatest number of people have the potential to see the announcement. Besides, some people may need more than one encounter with a job notice before entertaining the idea that the position might be a good fit for them. Seeing announcements in multiple forums may well convince them that the institution is serious about casting as wide a net as possible.”^[1]

(Guide adapted from University of Manitoba, Handbook for Faculty Hiring)