

INTRODUCTION

Diversity, as a broad concept, refers to the many characteristics that differentiate us from each other and affect our experiences and perspectives.¹ As a Catholic, Jesuit institution that recognizes and cherishes the [dignity of each individual](#), Marquette University seeks to become a more diverse and inclusive academic community.

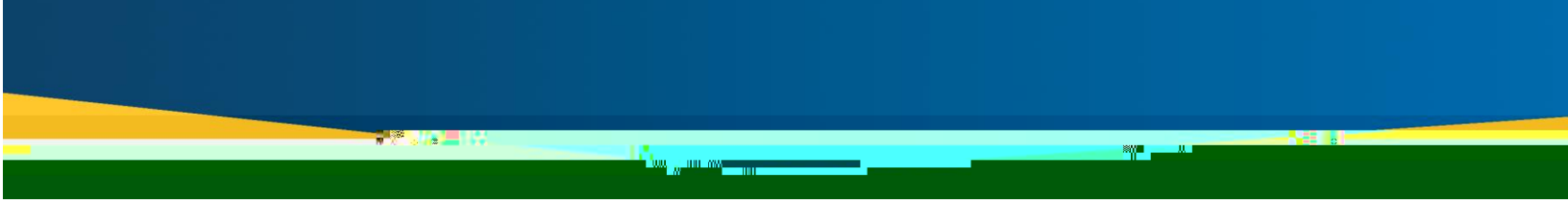


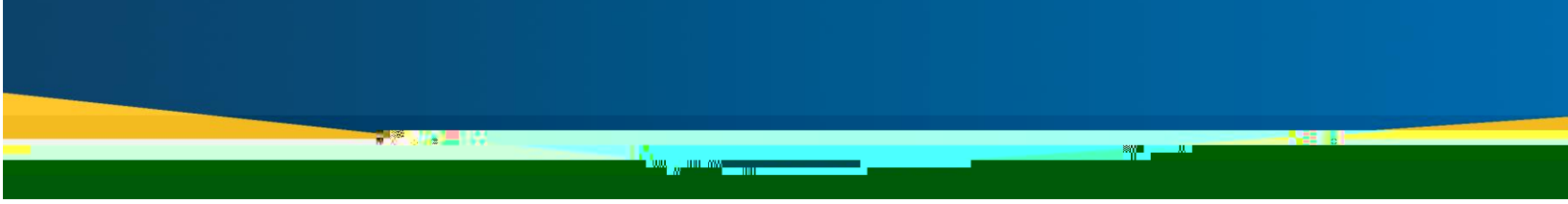
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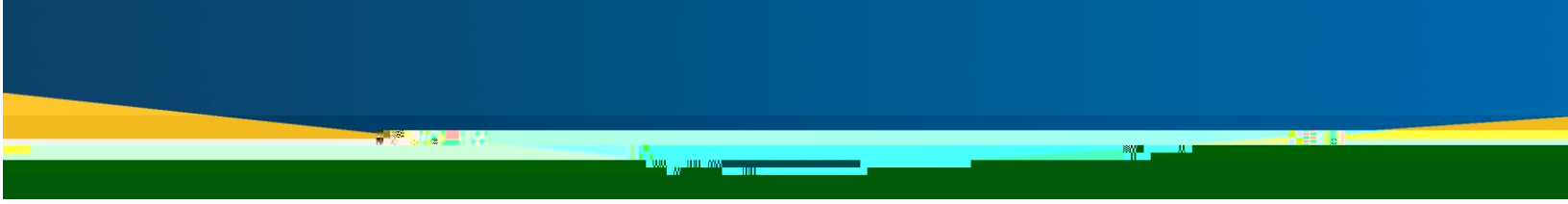
PHASE 1: Cast a Wide Net

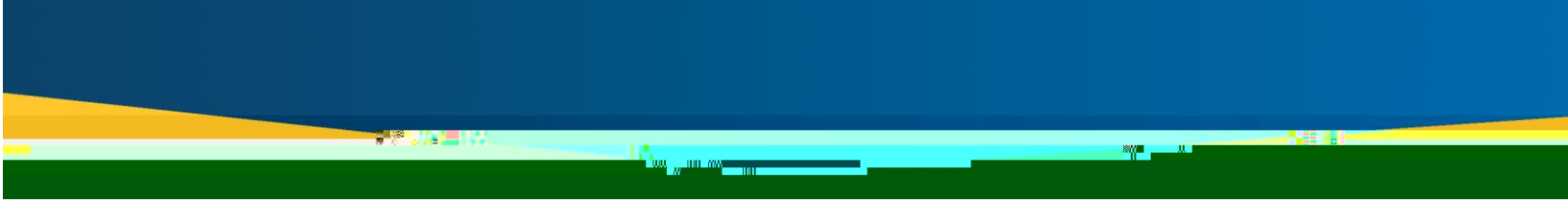
PHASE 2: Understanding Implicit Bias

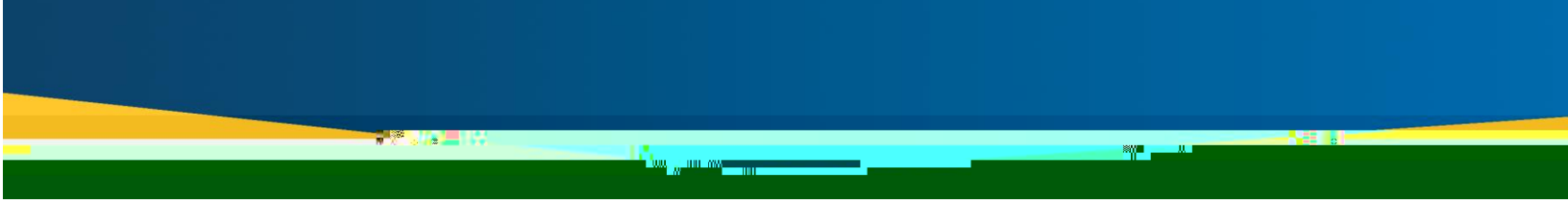
PHASE 3: Candidate Review



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3. Framing diversity of thought and scholarship as an asset, explicitly stating our unequivocal commitment to diversity and inclusionary practices, and including a link to our [Employee Resource Groups \(ERGs\)](#) in the job posting can signal to underrepresented candidates that we

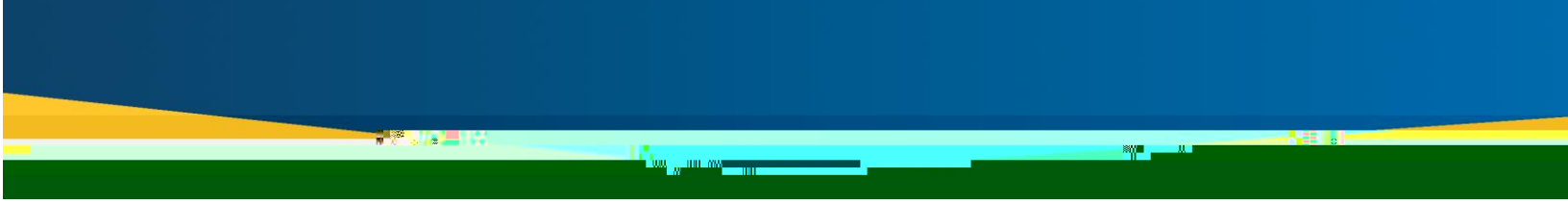


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3. Understand the _____ [effect](#): some research suggests that if there is only one woman or one person of color in a final candidate pool, statistically speaking they have no chance of being hired. Importantly, if



PHASE 4: EXTENDING THE OFFER AND MAKING THE HIRE

Maximize Yield

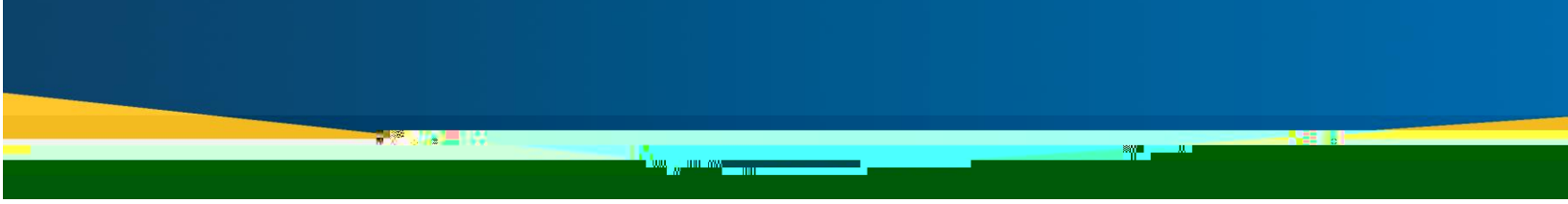


biases, and recognizing and [amplifying the voices](#)



APPENDIX A: Sample language for job postings

Marquette University does not discriminate in any manner contrary to law or justice on the basis of race,



APPENDIX C: ADDITIONAL RESOURCES