Employment Equity: Best Practices

A: Spreading the net through advertising.

In accordance to our Equal Opportunity policy, it is our aim to offer opportunities to all that apply without regard to gender, race/ethnicity, ability/disability, or veteran status. To that end, we are proactive in advertising widely.

When a job ad (faculty and staff) has been designed and approved, depending on the target population by region (local, statewide, national and international), it is then advertised in three main areas:

1) Discipline based media (by the department)

2) The Chronicle of Higher Education (by the Provost’s Office)

3) Alternative media to reach women, minorities, veterans and persons with disabilities (by Office of Equity and Diversity).

The following are examples of alternative media that we have either contacted or used in the last year:

Job Candidate sources for Women & Minorities

- Affirmative Action Register
- Workplace Diversity Inc
- El Masanjero
- Women for Hire
- Minority Affairs
- Native American Engineering Society
- Latin Cultural Diversity Centre

Job Candidate sources for Persons with Disabilities

- NEPA Center for Independent Living
- Office of Vocational Rehab Services
- Scranton State School for the Deaf
- Career Link
Job Candidate sources for Covered Veterans

- The Governor’s Veteran Outreach & Assistance Center
- US Department of Labor
- Military Times

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