



## SEARCH ADVOCATE PROGRAM

Support the College's Commitment to Equity, Inclusion, and Diversity



### **Move from ideas to actions and become a part of this elite group**

The purpose of the [search advocate program](#) is to enhance the equity, validity, diversity, and inclusion in our institution's recruitment process. In collaboration with the HRSTM representative, search advocates serve as process advisors to hiring managers, search committee chairs, and search committee members in promoting a focus on equity, inclusion, and integrity throughout the recruitment process. Advocates are embedded in searches and work with the committee to recommend inclusive and equitable strategies, encourage committee members to test their thinking, and recognize implications of bias including unconscious bias.

The Office of Equity and Inclusion and the Office of Human Resources and Strategic Talent Management are implementing a Search Advocate Program as a part of the College's recruitment and hiring process. This program will help Montgomery College hiring managers, search committees, and employees learn to utilize language that is equitable, inclusive, and creates opportunities rather than barriers. The Search Advocacy program at Montgomery College is modeled and based on the work of Anne Gillies, director of the Search Advocate Program at Oregon State University (OSU), a highly-respected pioneer and leader in this work. Ms. Gillies will be conducting this important training in August (during Professional Week) primarily for faculty. A search advocate's job is advisory. The purpose of the search advocate is to enhance the equity, validity, diversity, and inclusion in our institution's recruitment process. In collaboration with the HRSTM representative, search advocates serve as process advisors to hiring managers, search committee chairs, and search committee members in promoting a focus on equity, inclusion, and integrity throughout the recruitment process. Advocates are embedded in searches and work with the committee to recommend inclusive and equitable strategies, encourage committee members to test their thinking, and recognize implications of bias including unconscious

bias. A significant element of the Program is large-scale organizational education and training for potential search committee advocates. Attendees work on using various search strategies to increase equity and inclusion and to avoid bias. These methodologies have positively impacted the hiring process at OSU and have recently been adopted by the community college system in Virginia. We believe that they will do the same for Montgomery College.

**If you have previously applied to the program, it is unnecessary to apply again.**

**Attendance at all four sessions is required in order to be certified as a Search Advocate.**

**TRAINING DATES AND TIMES VIA ZOOM:**

Monday, August 15<sup>th</sup> through Thursday, August 18<sup>th</sup>  
1:00 p.m. - 5:00 p.m. EST

**In order to register for this training please click the link below;  
<https://forms.office.com/r/egkZ7V7CTG>**

Questions? Contact: [CEIOAdvisor@montgomerycollege.edu](mailto:CEIOAdvisor@montgomerycollege.edu)