

# LLED Antiracism Caucus

Sensoy, Ö., & DiAngelo, R. (2017). "We are all for diversity, but...": How faculty hiring committees reproduce Whiteness and practical suggestions for how they can change. *Harvard Educational Review*, 87(4), 557–580. <https://doi.org/10.17763/1943-5045-87.4.557>

## Discussion questions

1. *Before hiring:* Mentoring of graduate students and junior colleagues shapes many of the hiring practices discussed by Sensoy and DiAngelo (2017). In what specific ways do our/your department's mentoring practices support antiracism and decolonization of the academy? In what ways do they normalize Whiteness and settler colonialism? What can we do--together and individually, and taking our positionalities and resources into consideration--to make our mentoring practices more antiracist and decolonial?
2. *During the hiring process:* Think of an upcoming or recent hire that you've participated in (e.g., as a search committee member, as a candidate for a job) or that you've observed (e.g., discussion during a department meeting). If possible, look at the actual materials for the position (e.g., the job description; interview questions; criteria for assessing candidates; your notes about the candidate), examining them through the lens of the examples and suggestions provided by Sensoy & DiAngelo. Based on this, what lessons does this search hold, particularly for expecting evidence of diversity/racial literacy from all applicants and for attracting candidates who can further our/your department's racial equity goals? If you are a White person, also consider how you disrupted or can disrupt Whiteness while serving on committees or otherwise participating in the hiring process.
3. *After hiring:* As described by Sensoy and DiAngelo, if/when a racialized person is hired for a given position, they often enter an overwhelmingly White, colonial work environment, face a greater workload than White colleagues, encounter assumptions about the nature of their work, grapple with the challenge of finding (racialized) mentors who understand these pressures and who have time and energy to mentor them, and face many other challenges related to systemic and individual racism. How well prepared is our/your department to understand and support new IBPOC hires in these areas? How might we improve?