

Ensuring a Diverse Candidate Pool

Diversity is one of the University's priorities and core values. Every step of the hiring process should ensure that all qualified candidates are respected and considered equally. When establishing a posting, advertising the position, or reviewing candidates; proper attention should be given to establishing a space where continuing the University's commitment to diversity is a priority.

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

To learn more about diversity at the University of Virginia visit the University's [Voices of Diversity](#) website or the [Vice President and Chief Officer for Diversity and Equity](#) website. Resources specific to hiring can be accessed at the [Equal Opportunity Programs](#) website.