

Attracting Diverse Applicants



This document is meant to serve as a “how-to” guide for attracting diverse applicants to your field biology position. We include suggestions and resources for advertising to diverse audiences and supporting students and employees once they are on board. Please reach out to Field Inclusive (fieldinclusive@gmail.com) if you have further questions!

I. Creating Inclusive Opportunities

A. Compensation

1. Provide a competitive, livable wage to all interns and employees. Include the salary / rate of compensation in your first job announcement.
2. Let prospective applicants know of any out-of-pocket expenses up front, including travel, housing, equipment, and food. If possible, provide a salary that covers these expenses.
3. Do **not** pay in “experience”!

B. Accommodations and Accessibility

1. Provide a clear description / packing list on what to bring, including clothes, gear, hygiene, and other personal items.
 - a) Let people know where they can find affordable, size-inclusive field gear.
2. Provide a clear description of the field site, including expected terrain and weather conditions. Also include the estimated amount of time researchers will be in the field.
3. Food and Water: Describe what drinkable water resources will be available (i.e., Are you providing water? Will there be places to refill water bottles?). If providing food, gather dietary restriction and allergy information, and plan meals accordingly.

- a) Even if not providing food, still check for common food allergies, such as peanuts, within your field team members. It's good to be mindful of allergies when bringing snacks.
4. Be mindful of scheduling during religious holidays, especially those involving high family dedication or fasting.
5. Provide or point out place(s) to privately use the bathroom in the field, especially for people with uteruses.

C. Inclusive Language

1. Include a Statement of Inclusivity or link to your organization's non-discriminatory hiring policy.
 - a) Example: *"[Organization Name] welcomes applicants from all racial/ethnic backgrounds, genders, and abilities."* or *"[Organization Name] tolerates no discrimination based on any identity or status protected by law."*
 - b) See Field Inclusive's Code of Conduct Template.
2. When talking about the ideal applicant or applicant requirements, use "they/them" pronouns or simply, "the applicant."
 - a) Example: *"The applicant must have experience with..."* or *"They must have experience with..."*

D. Photographs

1. Sharing photos, especially of the field site and field housing, can help an applicant feel safe before entering a new environment and give them a sense of what to expect.
2. Share photos of people who have previously worked in this advertised position (with that person's consent).

II. Places to Advertise

A. Black Grad Student Associations

Most universities have an association that supports African American and Black-identifying graduate students. While all degree programs are part of the association, its leaders will be able to send your advertisement to relevant student members.

B. DEI Working Groups and Affinity Groups (within parent organizations)

Some natural resource organizations are now incorporating Diversity, Equity, and Inclusion (DEI) into their mission and work. A few may have DEI working groups within the parent organization dedicated to providing training and networking opportunities for marginalized biologists. Check out these examples:

- The Wildlife Society: [Inclusion, Diversity, and Equity Awareness Working Group](#)
- The Wildlife Society: [Out in the Field](#)
- American Ornithological Society: [Diversity and Inclusion Committee](#)
- American Ornithological Society: [Rainbow Lorikeets](#)

C. Ecology, Wildlife, and Natural Resources Departments

These departments within colleges have a wealth of students looking for field opportunities. Identify the *student coordinator* of the department; they will be able to spread your advertisement directly to all qualified students. We highly recommend targeting HBCU's, Tribal Colleges, and other Minority Serving Institutions.

D. Historically Black Colleges and Universities (HBCUs)

HBCUs were established before and during the Civil Rights era with the goal of serving African Americans in higher education. HBCUs are instrumental in awarding STEM degrees, yet are often underfunded. HBCUs are always looking for resources and partnerships for student training opportunities.

E. International Student Associations

Similar to Black Grad Student Associations, most universities have organizations supporting their international student body. Some may have an all-encompassing association, while others may have more specific groups, such as "Indian Student Association." When advertising to international students, it will be helpful to include what travel and housing accommodations your position provides. People from overseas are

often in the USA without a car and/or driver's license, and they may have specific housing requirements tied to their work Visa.

F. Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS)

[MANRRS](#) is a nonprofit that promotes academic and professional advancement by empowering racial and ethnic minorities in agriculture, natural resources, and related scientific fields. MANRRS also serves employers in the broader agriculture sector by providing them a platform to identify prospective employees from ethnic groups. MANRRS has national, collegiate, and junior chapters across the country.

G. Mosaics in Science

The [Mosaics in Science Diversity Internship Program](#) is coordinated by the National Park Service and [Environment for the Americas](#), a nonprofit connecting diverse people to birds and conservation. Together, they provide unique experiences for diverse youth to work side-by-side with scientists, researchers, and educators.

H. Non-profit and Affinity Organizations for Marginalized Biologists

Like Field Inclusive, there are a plethora of organizations that support marginalized biologists who would be happy to promote your opportunity within their networks. Check out these examples:

- [Minorities in Shark Science](#) (@MISS_Elasmo on Twitter)
- [Disabled in STEM](#) (@DisabledStem on Twitter)
- [AdvanceGeo Partnership](#) (@ADVANCEGeo on Twitter)
- [Black AF in STEM](#) and the Black in X Network (@BlackAFinSTEM on Twitter)
- [Latino Outdoors](#) (@LatinoOutdoors on Twitter)
- [Outdoor Afro](#) (@OutdoorAfro on Twitter)

I. Social Media

Advertising on social media is a great way to attract applicants! As of now (2023), Twitter is where you'll find the most engagement, followed by Instagram. Be sure to use hashtags to target specific audiences and increase the likelihood of your post being shared. Examples of useful hashtags: #FieldInclusive, #BlackandSTEM, #DisabledInSTEM, #OutInTheField, #BlackAFinSTEM, #BlackInNature