

## Diversity Advertisement Requirements for Academic Recruitments

UCSB, Office of Equal Opportunity & Sexual Harassment (OEOSH)

UC Santa Barbara is committed to excellence through diversity and ensuring nondiscrimination in the workplace. Per federal regulations, we take affirmative action to ensure equal employment opportunities for all qualified applicants and employees regardless of race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical condition, genetic information, ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services.

A search plan and search report for any recruitment activity must include outreach efforts to underrepresented groups, associations or organizations with a focus on the Affirmative Action Goals and/or underrepresented groups in the field of the study.

**Before a recruitment can be approved and posted, a search plan to reach a diverse audience must be clearly identified and approved by OEOSH.** This requirement can be met by either placing a diversity ad (see below), or by disseminating opportunity to a network of diverse organizations. If you have access to such a network, please provide a list of the organizations and contact information to your department analyst.

### Diversity Ad Options: *(Prices as of 1/26/2018)*

1. Diverse Jobs - <http://diversejobs.net/online-ad-rates/> | **\$330**, 30 days
2. Inside Higher Ed - <https://recruiters.insidehighered.com> | **\$349**, 60 days
3. Employ Diversity - <https://www.employdiversity.com/employer-products/> | **\$75**, 45 days
4. Work Place Diversity - <https://workplacediversity.com/register-employer> | **\$200**, 60 days
5. Diversity Network - <http://www.diversitynetwork.org/page/careers> | **\$349**, 30 days
6. Academic Careers: Diversity - <http://www.academiccareers.com/Rates.htm> | **\$275**, 3 mos.
7. Academic Diversity - <http://www.academicdiversitysearch.com/EmployerServices.aspx> | **\$150**, 45 days
8. Minority Postdoc - <http://www.minoritypostdoc.org/view/website-ad-rates.html> | **\$400**, full page 30 days & email distribution