



10 Questions to Debrief this admissions & recruitment cycle with an eye to diversity, equity, & inclusion

- If your program used a rubric this year, how did it go for users? What might need to be changed or added as you think about admitting a more diverse group of students?
- How does the racial and gender composition of students who applied, were admitted, and have matriculated compare? Consider creating a table to view trends at a glance.
- How do your admissions requirements define in the diversity you seek? How may they be unintentionally defining diversity out of your pool?
- If you conducted interviews with prospective students, what steps did you take to guard against biased judgments?
- What was the racial and gender composition of people reviewing files and/or making admissions decisions this year?
- Who is involved in communicating with prospective applicants? With admitted students? What norms (or lack thereof) do you have for interacting with prospective students?
- What resources and other information about moving to and living in Los Angeles do you offer admitted students?
- Are current students from minoritized backgrounds satisfied with the PhD program climate? When they share their experience, is it a recruitment asset or liability?
- How does your website represent and affirm people from minoritized backgrounds? How does your website demystify the application and admissions process (or not)?
- What questions do you have about admissions and recruitment? Please email them to the Equity in Graduate Education Consortium as we build out Frequently Asked Questions design resources and events that respond to community needs.



EquityGradEd.org



equity@usc.edu



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