

Sociology-Anthropology Department
Diversity Report
submitted by Laura M Montgomery
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The department has a history of diverse hires. In addition to personal networks, some of our strategies and resources are:

- We have crafted the two most recent job descriptions specifically to attract underrepresented minorities and women by emphasizing the department's commitments, curriculum, diversity standard, and off-campus programs. Please see the job description attached to our 2009 report.
- When the department chair has been made aware of potential candidates, she has contacted them regarding their interest and possibilities at Westmont. We have hired Christian woman, a new Ph.D. in sociology, to teach SOC 106—Social Research Methods for F 2010.
- The American Anthropological Association has several sub-sections where job advertisements can be placed; announcements can also be made at their business meetings at annual meetings. The sections are:
 - Association of Black Anthropologists
 - Association of Latina and Latino Anthropologists
- The chair keeps in contact, in particular, with former women students who have pursued graduate degrees in anthropology. One in particular is finishing her Ph.D. in anthropology with a specialty in the Middle East and has expressed interest in teaching at Westmont. We hope to have her give a colloquium on-campus in the fall.
- Using opportunities when one of the department members has been directing the Westmont in Mexico Program to hire a replacement from a diverse background.
- The American Sociological Association has several initiatives and interest sections that can be tapped for contact.
 - Association of Black Sociologists
 - Association of North American Chinese Sociologists
 - Minority Fellowship Program
 - ASA Status Committee on Racial and Ethnic Minorities