

# EQUITY IN GRADUATE EDUCATION WORKSHOP

**ASU** School of Mathematical  
and Statistical Sciences  
Arizona State University

## WRITING AND REVIEWING LETTERS OF RECOMMENDATION FOR EQUITY

with Drs. Román Liera and Julie Posselt

Letters of recommendation are used in the admissions and faculty search processes to glean information and qualities which may go unnoticed in the review of an applicant's file. However, they are also one of the most common places that bias is written into applicant records– sometimes in subtle ways. Toward the goal of equity-minded evaluation, this workshop 1) situates letters of recommendation as key components in holistic evaluations of faculty job applicants 2) reviews key research studies on bias in letters of recommendation, 3) enables participants to recognize gender and racial biases in existing letters, 4) provides practice in reviewing letters from an equity-minded perspective. Activities are specifically designed to help attendees develop knowledge, skills, and language to manage common equity dilemmas inherent in how we review, solicit, and write letters of recommendation.

**APRIL 5, 2023 | 10:30AM – 12:30PM REGISTER AT [BIT.LY/EGEApril5](https://bit.ly/EGEApril5)**

