



RECRUITMENT AND INTERVIEW PRACTICES TIPSHEET

This tip sheet supports HR teams and hiring committees in strengthening recruitment and interview practices. Use it as a quick reference when planning and conducting the hiring process.

Programs with exemplary practices:

- 1** Assess candidates' bilingual instructional or student service knowledge and cultural competence
- 2** Provide full communication access throughout the interview process
- 3** Create interview experiences that reflect the program's commitment to bilingualism and Deaf-centered practices
- 4** Recognize the importance of, and strive for, equitable representation of d/Deaf and hearing professionals in the hiring process.

