

Search Committee Meetings: Setting Norms for Psychological Safety & Equitable Decision-Making



PRACTICE ONE: Collective Check-Ins

At the beginning of each meeting, invite folks to share how they are arriving for the meeting. What energy is present? Will this require adjustments in how the meeting is conducted?



PRACTICE TWO: Review Agreements

Review all of the written agreements decided on by the search committee out loud. Ask for a check-in as to how well these agreements are being adhered to so far.

- Are there behaviors we agreed on that we're ignoring or otherwise failing to honor?
 - What do we need to do to get ourselves back on track?
 - Do the power dynamics in the room need to be re-acknowledged?
 - Do we need to institute additional processes to honor our agreements?
-



PRACTICE THREE: Expansive Discussion, Inclusive Listening

- Ensure that the agenda for the meeting is released ahead of time, to give those who require more reflection time to gather their thoughts.
- Watch for voices that dominate the conversation; gently suggest that other perspectives might be welcome.
- Use inclusive listening prompts to facilitate trust in discussion.
- Notice when emotions are running high; utilize the opportunity to pause and return to search committee agreements.
- Refer to candidate screening sheets, candidate characteristics sheets, and the search committee criteria often.
- Ask for evidence to support opinions and judgment calls.
- If search committee meetings tend to get intense, consider opening the meeting with 2-5 moments of journaling.