

**Certification of Search Pool**

Once this form has been completed, please submit it to the Vice President for Diversity and Inclusion to certify the search pool.

**Job Details**

Job Title: Click or tap here to enter text.

Job Posted Date: Click or tap here to enter text.

Hiring Manager: Click or tap here to enter text.

Diversity Point Person: Click or tap here to enter text.

**Pool Demographics**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Gender** | | | | | |
|  | Total in Pool | Percentage of Pool | Wisconsin | Outagamie County | National |
| Female |  |  | 50.3% | 50.4% | 50.8% |
| Male |  |  | 49.7% | 49.6% | 49.2% |
| Other |  |  |  |  |  |
| No Answer |  |  |  |  |  |
| **Total** |  |  | 100% | 100% | 100% |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Ethnicity** | | | | | |
|  | Total in Pool | Percentage of Search | Wisconsin | Outagamie County | Nation |
| Hispanic/Latino |  |  | 6.9% | 4.4% | 18.3% |
| American Indian or Alaska Native |  |  | 0.8% | 1.7% | 0.7 |
| Asian |  |  | 2.8% | 3.0% | 5.6% |
| Black or African American |  |  | 6.3% | 1.7% | 12.3% |
| Native Hawaiian or Other Pacific Islander |  |  | 0.1% | 0.1% | 0.2% |
| White |  |  | 81% | 87.3% | 60.2% |
| Two or More Races |  |  | 2.1% | 1.8% | 2.4% |
| Other |  |  |  |  | 0.3% |
| Not Disclosed |  |  |  |  |  |
| **Total** |  |  | 100% | 100% | 100% |

**Anticipated Candidate Pool Search Area**

*Where do you anticipate pulling candidates from? i.e. Nationwide, Statewide, etc.*

**External Postings**

*Where was this job posted?*

* **Human Resources** - Lawrence Career Page, African Heritage Inc., Casa Hispania, Hmong American Partnership – HR Coordinator

**Additional Recruitment Efforts**

*What other measures were taken to obtain a diverse candidate pool?*

**Additional Information**

*Provide any additional information here.*