

# Annual Report Introduction

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## **Inclusive Connections**

Diversity drives innovation and enriches our learning environments. In higher education, diverse faculty and staff not only reflect America's rapidly changing student population, but also offer varied perspectives that ensure that academic institutions are relevant to our civic life.

The Higher Education Recruitment Consortium (HERC) strives to diversify the academic hiring pipeline. Simultaneously, we provide higher education institutions with the tools to produce welcoming environments for employees of all races, ethnicities, sexual orientations, gender identities, classes, abilities, religions, and ages. We advance this ambitious mission through *connection*. We connect job seekers to opportunities and career advancement tools. We connect our members to resources, partnerships, and one another.

In 2018-2019, we showcased your institution in innovative and expanded ways. HERC staff represented our members at an unprecedented number of career fairs and disciplinary conferences across the country. With a redesigned, job seeker-focused website—HERCJobs.org—we are representing your jobs to millions of diverse, talented professionals.

The past year, HERC significantly scaled up the resources we offer our member institutions. In September, we launched HERConnect, an online community for human resources professionals, diversity and inclusion officers, and anyone invested in advancing equity in academia. We also created a search committee toolkit and continued to offer webinars on timely, diversity-focused topics.

As we prepare for HERC's 20th year in 2020, we will continue ensuring higher education institutions affirm, nurture, and benefit from a talented and increasingly diverse workforce. We hope you'll join us.

Sincerely,  
HERC's Executive Committee