



DEI REQUIREMENTS IN JOB POSTINGS AT IDAHO PUBLIC UNIVERSITIES

With the passing of Senate Bill 1274, public colleges and universities in Idaho are not allowed to request diversity statements from job applicants and all hiring decisions must be made on merit. This legislation went into effect July 1, 2024. The Legislative Services Office reviewed active job postings from Boise State University, Idaho State University, Lewis-Clark State College, and the University of Idaho for compliance with this legislation and noted any potential diversity statement requirements¹.

	Number of Job Postings Reviewed	Types of Job Postings	Number With Potential Diversity Statement Requirement	Number Without Potential Diversity Statement Requirement
Boise State University	14	<ul style="list-style-type: none"> • Faculty Positions • Temporary Faculty • Staff Positions • Student and Temporary Positions 	<ul style="list-style-type: none"> • 1 • 0 • 0 • 0 	<ul style="list-style-type: none"> • 5 • 1 • 6 • 1
Idaho State University	15	<ul style="list-style-type: none"> • Tenured Faculty Positions • Non-Tenure Faculty Positions • Staff Positions • Student and Temporary Positions 	<ul style="list-style-type: none"> • 2 • 0 • 0 • 0 	<ul style="list-style-type: none"> • 1 • 2 • 5 • 5
Lewis - Clark State College	27	<ul style="list-style-type: none"> • Instructor/professor/teacher positions • Staff positions 	<ul style="list-style-type: none"> • 0 • 0 	<ul style="list-style-type: none"> • 11 • 16
University of Idaho	16 Some active postings were listed prior to 7/1/2024.	<ul style="list-style-type: none"> • Faculty Positions • Temporary Faculty Positions • Staff Positions • Student and Temporary Positions 	<ul style="list-style-type: none"> • 5 • 1 • 1 • 0 	<ul style="list-style-type: none"> • 0 • 2 • 2 • 5

¹ For this research, job postings that are included if there was a requirement for a diversity or similar statement or phrasing that might suggest preference is given to individuals with experience with diverse populations, building inclusive or welcoming environments, commitments to equity, or similar terminology.



DEI AT IDAHO PUBLIC UNIVERSITIES

Since 2020, the Idaho legislature has passed three pieces of legislation limiting the use of DEI programs by government agencies, including the state university system. The State Board of Education also revised its *Governing Policies and Procedures* to state that hiring conditions shall not be conditioned on a requirement that the applicant submit a diversity statement. The focus of the legislation and board policy is to ensure that hiring decisions are based on merit and that applicants are not discriminated against or given preferential treatment based on their race, sex, color, ethnicity, or national origin.

Section 6 of [Senate Bill 1176](#), passed in 2023, placed a restriction on the appropriated funds that they cannot be used to support “diversity, equity, inclusion, or social justice ideology as part of any student activities, clubs, events, or organizations on campus.” As required under Senate Bill 1176, the universities certify to JFAC that they are not using appropriated funds to support DEI. Each did [report](#) that between \$3.00 and \$4.50 of the student government activity fee has been made optional because it can be used to support student activities, clubs, and organizations.

Current job postings at the public institutions were reviewed and DEI or similar programs were examined to gauge compliance with these laws.

BOISE STATE UNIVERSITY

The [Institute for Inclusive and Transformative Scholarship](#) at BSU has the mission of “creating and nurturing a vibrant inclusive community where all are actively engaged in the scholarly life of the university and the region”. To do this, the institute states that it seeks to increase access to, supports professional development in, and accelerates the impacts of transformative scholarship. This would be accomplished by working to increase representation and success for those who have been historically marginalized and minoritized in their discipline and by acting as a change agent that will ensure the university’s structures and policies enable and facilitate inclusive learning that will lead to an impact in the community.

This goal is found in faculty level job postings. Faculty postings include a statement that BSU is “building a thriving community of faculty and staff whose unique skills, experiences, and perspectives come together to create a rich and rewarding academic experience and that applications from all backgrounds are welcomed”. In the job posting for the Dean of the College of Engineering, one of the statements reads, “**Culture of Inclusion.** A part of the university’s Blueprint for Success is the fostering of a Thriving Community. It calls upon the campus to further environments dedicated to flourishing, sense of belonging, and freedom of expression. The Dean leads faculty, staff, and students toward a thriving and varied community by supporting programming, hiring, and other structural changes attentive to the inclusion and success of all its people.”

IDAHO STATE UNIVERSITY

The mission of the [Office of Equity and Inclusion](#) at Idaho State University is “to foster a culture of connection and belonging within our community.” The office vision includes developing and maintaining an equitable and inclusive environment through support, outreach, and collaboration. This office further notes the university’s commitment to creating and maintaining a learning and working environment free of discrimination and harassment and ensuring that all members of the community are supported and feel welcome.



Legislative Services Office Impact Review Diversity, Equity, and Inclusion at Idaho Public Universities

Idaho State University posts job openings on the [Idaho State University Career Site](#) and [student positions](#) were available on a separate page, but no students listed an opening date. Fifteen total job postings were reviewed. The following postings contained potential DEI statements and references to preferential treatment: Assistant Professor, Counseling ([3736](#)) requires a diversity in counselor education statement requirement and Assistant Professor of Clinical Psychology, College of Arts and Letters ([1038](#)) gives preference for applicants with experience related to multicultural/diversity topics and active engagement with and promotion of equity, inclusion, and belonging.

LEWIS - CLARK STATE COLLEGE (LCSC)

The mission of the [President's Commission on Diversity](#) is to “advise the college president on the institution's effectiveness in fostering inclusive practices that enhance cultural awareness and understanding.” The commission’s vision statement says that LCSC is “committed to providing a learning environment that affords people of all backgrounds and identities the opportunity to achieve their highest educational goals. We are especially cognizant of the distinctive relationship between Lewis-Clark State College and Native Americans because of the historical significance, proximity and frequent collaboration with the Nez Perce Tribe on projects and programs of mutual benefit.” The commission links to a list of the [campus programming that supports the diversity vision](#).

Of the 27 job postings reviewed on 10/21/2024, none were found to have potential references to DEI requirements.

UNIVERSITY OF IDAHO

The mission of [Office of Equity and Diversity](#) at the University of Idaho is to “promote access and inclusion through implementing programs and services for cultural and diverse populations.” The office states that it is committed to ensuring a bias-free and safe space to achieve the university’s mission of focused and inclusive excellence. The office delivers presentations and workshops which discuss diversity issues and celebrate differences and commonalities among all people and cultures. The office promotes that it helps form many clubs and groups to foster and grow the communities.

The university provided a list of [sample interview questions](#), and one asks how the applicant feels about diversity in the workplace and asks for examples of how the applicant promoted diversity.

Positions that required working with diverse populations of students were more likely to have a statement or experience requirement for the applicant to have demonstrated abilities to work with diverse groups in a culturally competent manner. Also, postings that were open prior to July 1, had requirements for applicants to have experience providing service or working with culturally diverse populations. Additionally, all job postings contain the Equal Employment Opportunity employer statement that the university does not discriminate on the basis of race, color, religion, national origin, sex, age, sexual orientation, gender identity, disability, or status. It also encourages women, minorities, and persons with disabilities to apply.

