

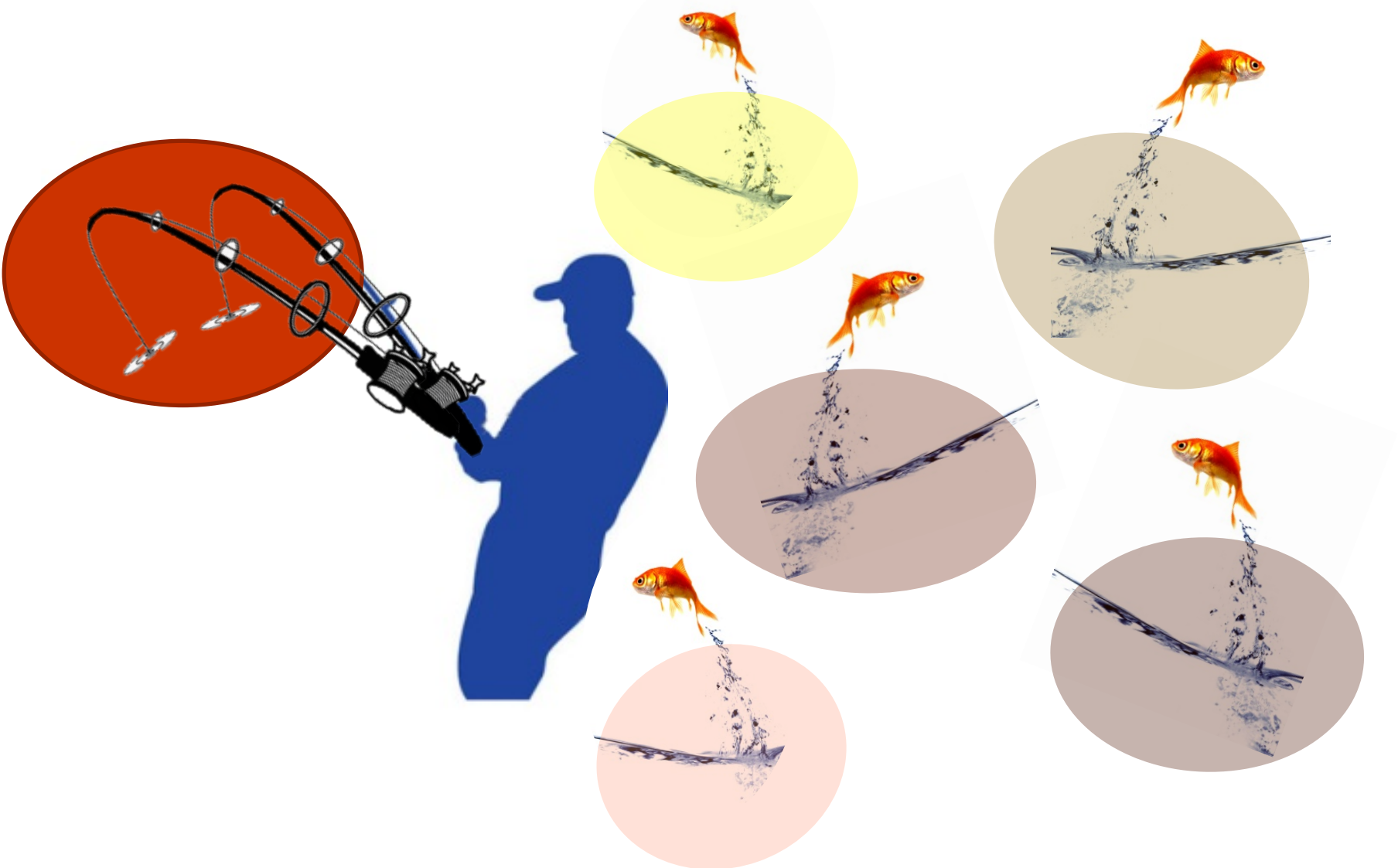
Moving Beyond the Revolving Door:

Implementing effective recruiting and hiring strategies for a diverse and inclusive workforce

15 MINUTES in Focus

to accelerate innovation and growth through strategic management

Do you have the best candidates for the job?



A Learning Community

We are Focusing on Improving our Recruitment and Hiring Practices

D & I Recruitment

D & I Hiring

- Identify evidence-based strategies
- Learn from case study examples
- Access available resources





What unconscious biases are affecting our recruitment and hiring?

What do we need to do differently?

**Diversity
Plan**

**Intentional
Recruitment**

**Screen
In**

**Uncommon
Interview
questions**



Best Practice: Use a Protective Strategy Approach



*Are we willing
to...*

Identify diversity and
inclusion goals
and

Mandate anti-bias training

In Focus: Success Story



Poll Question

What does your agency do well?

- Diversity Plan
- Intentional Recruitment
- Screening In
- Uncommon interview questions

What does your agency need help with?

- Diversity Plan
- Intentional Recruitment
- Screening In
- Uncommon interview questions

Try it!



- ✓ Submit a request for capacity building assistance
- ✓ Review diversity and inclusion in a staff meeting
- ✓ Examine your current recruitment and hiring policies with HR Director
- ✓ Access free training resources on CISP website
- ✓ Join the HO2020 Learning Group
- ✓ Let us highlight your success story in a future presentation

Be Mindful...and keep the conversation going

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