
Fostering inclusion and diversity in placements

Thursday, September 22, 2022

10:00 – 11:30am

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Achieving inclusion and diversity in hiring cannot be taken for granted.

In this session, we will discuss how to achieve diversity and inclusion in placements.

- Employer strategies
- To be the successful applicant.

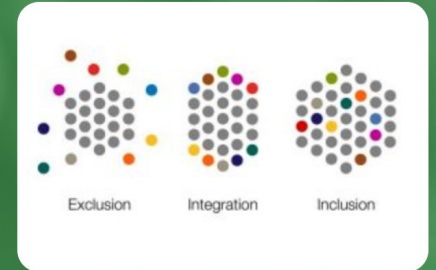
What is Diversity, Equity and Inclusion (DEI)?

<https://dei.extension.org/>

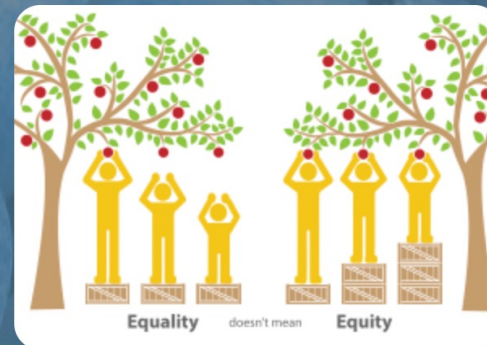
Diversity is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. Populations that have been-and remain-underrepresented among practitioners in the field and marginalized in the broader society.



Inclusion is an outcome to ensure those that are diverse actually feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all. To the degree to which diverse individuals are able to participate fully in the decision-making processes and development opportunities within an organization or group.



Equity is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.



Employer Strategies

Understand: Applicants read organization documents, look at media reports, watch Council/Board meetings, and talk with colleagues.

1. Create and maintain a culture of inclusion

Employees desire a supportive and comfortable working environment that is a reflection of them, fun, professional, positive, respectful, engaging, collaborative, civil

Both the City Council and City Manager have a role in representing the organization as inclusive.

Employer Strategies

2. Create and maintain a reputation of organizational development, training, employee engagement.
3. Integrate DEI (diversity, equity and inclusion) in policies, programs, procedures, public relations, decision making.

Employer Strategies

4. Understand and employ a process that recognizes the significance of the employee orientation as the first, most welcoming point in time to illustrate an embracing organization.
5. In City publications, specifically the Candidate Profile, identify/show DEI as an organizational priority and/or note the importance the organization places on diversity.

Employer Strategies

6. Have an interview panel of diverse panelists.
7. Modify qualifications (barriers) for the position that preclude experienced, knowledgeable, capable individuals who have not had opportunities.

Employer Strategies

8. Utilize a recruiter that strives to find diverse candidates and is passionate about it, inclusive of placing ads in publications for finding diverse applicants.

9. Insist on having ads with organizations and / or in publications for finding diverse applicants (e.g., Women Leading Government, LGHN, NFBPA, etc.).

Employer Strategies

10. Recognize that it is difficult to find good people for all positions; it is a competitive “employee’s” market. Therefore, be open/willing to training talent.

To Be The Successful Applicant

1. Apply!

Understand: No one will give you a job; you must apply and earn it with a quality application reflective of your experience related to the position. Don't self select out of a process by not applying.

2. Have a mentor / coach to offer input, guidance and referrals, and to be a reference.

3. Network.

Be engaged with other professionals and in professional organizations

To Be The Successful Applicant

4. Recognize that it takes time to be successful at finding and being selected for a new position.
5. Write an excellent, tailored cover letter and **resume** (review our webinar on cover letters and resumes).
6. Engage with recruiters.

To Be The Successful Applicant

7. Be deliberative in your applications; don't be a perennial candidate.

8. Be mindful of your presence on Social Media; you will be "googled."

9. Be prepared for the interview.

(review our webinar on tips for being a successful candidate).

To Be The Successful Applicant

10. Be good at what you do.

Questions?



Thank you!

Please visit our website for more helpful tips and outstanding career opportunities:

<https://www.peckhamandmckenney.com/>

