Managing Well *with* Tonya Ladipo, LCSW

Podcast Worksheet
REFLECTION QUESTIONS

What are the main reasons people leave our organization?

What are my organization's long-term plans to retain and recruit diverse hires? Where do we currently post job openings?
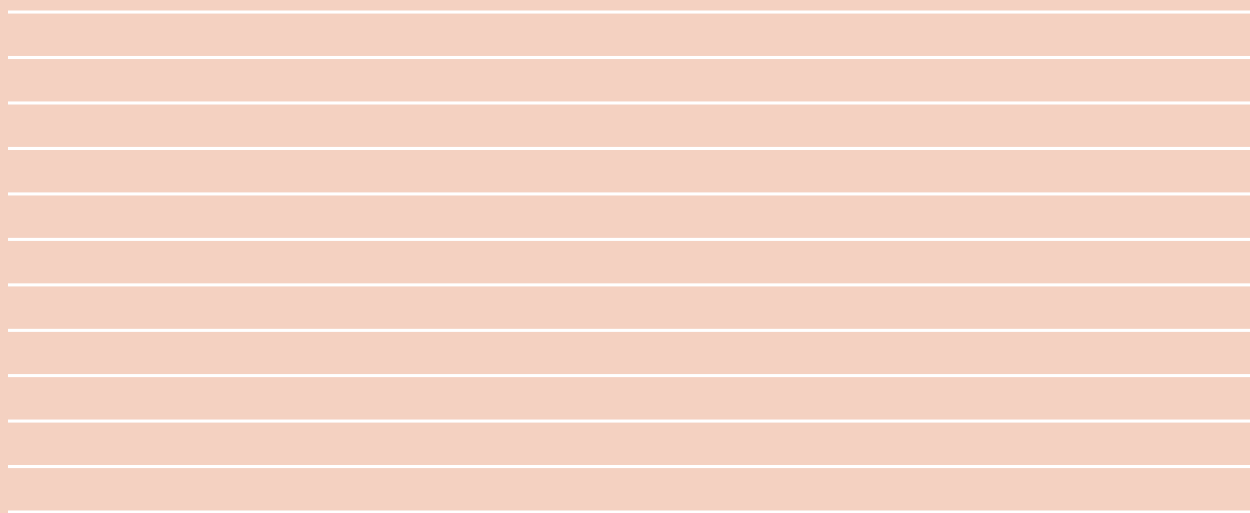
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REFLECTION QUESTIONS

The lack of diversity in leadership could be a red flag for candidates. How do we discuss and address this with incoming candidates?

ACTION ITEMS

- **Create a recruitment plan to diversify staff. Consider starting a hiring committee to develop a strategy to attract a more diverse candidate pool for all positions, not only entry-level roles. Build relationships outside of your organization and network to find diverse candidates. Post jobs with affinity groups within your organization and local chambers of commerce.**

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ACTION ITEMS

- **Use inclusive and gender-neutral language in your job descriptions.**

- **Be specific about the skills and experience required for the position. A focus on pedigree (e.g. degrees from prestigious institutions) rather than skillset can reduce the number of qualified candidates. Look at your role requirements and be realistic about what is needed to do the job.**

- **Complete "stay" interviews with your team. Find out what your team likes and what they would change about the organization. Use this feedback as a roadmap on how to improve the workplace culture for new candidates.**

- **Pay attention to indicators of problems. Review exit interview data for useful feedback to improve your organization's culture. Though feedback may be hard to hear and receive it is an important part of changing what does not work and may even be causing harm.**

- **Post salaries on job postings. This is one step in reducing bias (particularly gender and racial bias) by transparently offering the same salary to candidates based on their skills.**

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ADDITIONAL RESOURCES

- **How 20 Experts Reduce Bias From Their Hiring Decisions**

  https://www.gethume.com/blog/reduce-bias-hiring-decisions

- **6 Actionable Strategies to Foster DEI in Tech Hiring**

  https://builtin.com/diversity-inclusion/actionable-dei-tech-hiring-strategies

- **Racial bias in hiring: How to make hiring more equitable for Black professionals**

  https://www.hivelearning.com/site/resource/diversity-inclusion/racial-bias-in-hiring-how-to-make-hiring-more-equitable-for-black-professionals/