

Equitable Hiring & Retention: Continuum of Improvement

ACKNOWLEDGE



STRATEGIZE



ACTIONIZE



CAPITALIZE



ACTION:

- Identify champions within the organization to lead work and conversations
- Ensure executive leadership and staff are bought into beginning and sustaining this work

RESULT:

There is a space for conversations among employees at all levels of the organization around equitable hiring and a culture of inclusivity.

ACTION:

- Audit where open positions are posted and develop equitable list to use moving forward
- Eliminate language reinforcing white dominant culture in job postings
- Identify interview committee members familiar with competencies and representative of the community

RESULT:

Strategies developed for more inclusive internal practices and a path forward to additional improvements is developed.

ACTION:

- Remove application questions not related to job competencies
- Employ flexible scheduling policies
- Create internal upskill and reskill opportunities for employees

RESULT:

Demographic diversity and amount of engagement of staff around equity increases

ACTION:

- Remove unneeded degree requirements for positions and establish competency-based requirements
- Remove credit and criminal history checks for applicants
- Adjust benefits offered to employees by examining the needs of lowest-paid employees

RESULT:

Internal culture of organization is organically inclusive, organizational benefits manifest.

Conversations with executive leadership and staff held throughout at all possible checkpoints to ensure buy-in and creation of authentic culture of inclusivity.

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