

Wednesday

WeBelong Monthly:



Analyzing the Axiom:

"We always hire the best candidate for the job"

Painting the Picture:

Is your organization strategically focusing on diversity in the hiring process?



We always hire the best candidate for the role, regardless of color or gender.



Painting the Picture:

This conversation is a common response from employers when asked about the diversity of their workforce.

While these organizations' intent isn't always to disregard diversity efforts, this answer tends to highlight knowledge gaps and a lack of strategic DEIB planning.



The Cause:

Often, organizations create unintentional norms and behaviors to streamline processes and create efficiency. When hiring new employees, this can look like:

- Relying heavily on employee referrals from an already homogenous demographic
- Not including diverse perspectives in hiring panels/decision making
- Thinking there's only one way to fulfill experience requirements and assess the potential of candidates
- Not utilizing diverse job boards
- Defining diversity only in terms of race and gender
- Unstructured interviews

The Effect:

When organizations fail to audit their processes for equity and inclusion and/or intentionally set DEIB goals and metrics in all stages of the employee cycle, the following will always prevail:

- Bias
- Homogenous workforce demographic
- High turnover of historically marginalized employees
- Rejection of qualified diverse candidates
- A delusion that diverse talent doesn't exist for roles

The Goal:

The Hiring Goal isn't What You May Think it is...

Remove
systemic
barriers

Shift
thinking of
leaders &
hiring
managers

Intentionally
de-center
norms

When all these goals are in place it creates a level playing field for all.

The Hiring Checklist:


Use this checklist to ensure you create an equitable and inclusive hiring process:

- Ensure leadership and all hiring managers have an understanding of all dimensions of diversity
- Equip hiring managers and leaders with baseline training such as bias awareness and inclusive interviewing
- Assess the current diversity within your workforce and set diversity quotas and goals
- Ask current employees to anonymously share how they have observed or experienced inequity and bias in their interview and general employee experience and empower them to become part of implementing a solution


The Hiring Checklist:

- Utilize diverse job boards and partner with diverse networking groups
- Look for modern applicant tracking systems that operationalize DEIB efforts
- Audit job descriptions: what are must-haves vs. nice-to-haves? Is there a balance of masculine and feminine/gender-neutral language?
- Understand the labor market and where barriers exist. Is there an opportunity to create internships at the high school level to chip away at systemic issues? Can you target underrepresented demographics through scholarship and mentorship programs?
- Assess candidates on what unique value they can bring to your organization rather than assessing how they can assimilate


Reframing the Picture:



Is your organization strategically focusing on diversity in the hiring process?



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That's so great! I'd love to share this checklist with you and explore if you're considering these practices. Some of the most well-intended organizations have gaps in their hiring process that create missed opportunities to hire and retain diverse talent.

Call to Action:

- Customize the provided checklist for your organization. What is missing specific to your industry and needs?
- If your organization submits culture assessment/engagement surveys be honest and provide feedback on how the hiring process could be more inclusive and equitable.
- Research the demographic stats of your industry. Think about and brainstorm what barriers exist for underrepresented demographics.