



Hiring With a Racial Equity Lense Strategies for Inclusive Workforce Development

MHOA - 2024

Understanding Racial Equity in Hiring

- Increase in the interest of hiring diverse staff.
- Discrepancy in hiring practices where marginalized people are not being selected
- Concerted effort made by our talent acquisition professionals to enlist qualified candidates without bias



Importance of Racial Equity Lens

- Who are the gatekeepers?
- Are the gatekeepers given the tools necessary to enforce a fair hiring practice?
- Is leadership on board with the implementation of bias-free hiring practices (to the extent implemented, barring human error)?
- The goal is to give all qualified applicants a fair chance



Identify Barriers to Diversity in Hiring

- **Technology:** consider those hearing impaired or vision impaired. Do we provide the necessary ADA compliant technology for them to produce optimum performance?
- **Unconscious Biases** – Are we aware of what impacts thoughts on a candidate? (e.g. Name? Gender? Health Status?)



Implementing a Racial Equity Framework in the Hiring Process



Remove Names,
Personal Information

Remove employment,
education dates

Consider removing the question,
"Have you ever been convicted

of a felony?" from initial
application

- Ethnic Names may create an unconscious bias
- Knowledge of start/end dates of prior work or education may create an unconscious bias (age)
- Felony (minor infractions) may create an unconscious bias

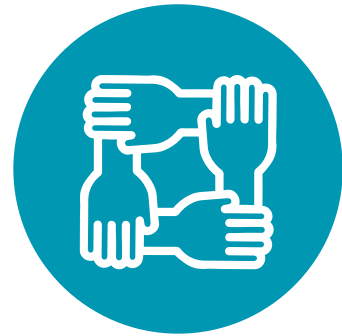
Recruitment and Selection



Recruitment Agencies with high percentate of ABIDE hires



Develop Co-Op and Intern programs with local schools and colleges



Participate in Neighborhood Councils



Hold career fairs at local libraries



Learn ADA Technology Needs



Sign-On Borses and Referral Incentives



Training and Development for Hiring Team



Leadership Team Support



Clear Mission and Timeline Vision



Create Employee Buy-In: Promote!



Thank You

We "A.B.I.D.E."