Diversity Recruitment & Retention
Through All Levels of Your Organization
Diversity, Equity and Inclusion - What is it?

- Diversity = composition of your workforce
- Equity = providing equal access

Example: Unpaid internships.

- Inclusion is about fostering a sense of value and empowerment in employees.
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Introduction

- The struggle to recruit and attract stellar employees is real
- Changing environment and employee loyalty.
- Importance of making organizations desireable places to work and stay
Investing in Diversity Recruitment and Retention

- Ensuring workforce reflects community demographics.
- Creating supportive workplace environment.
- Data on the demographics of city managers in California.
- Discrepancies between demographics of Californians and city managers.
- Embracing a more inclusive definition of diversity.
Imbalances in City Management

01 Underrepresentation of women in city management.

02 Slow progress in diversifying management.

03 Impacts on organizational perception and inclusivity.

04 Imbalances in various organizational departments.
Generational Differences in Diversity Perception

- Gen Z's perspective on diversity and inclusion.
- Importance of different points of view in the workforce.
- Survey data on Gen Z candidates' preference for diverse organizations.
Benefits of Diversity in Organizations

Enhanced creativity and innovation.
Increased community trust and engagement
Improved decision-making through diverse perspectives.
Engaging an Executive Recruitment Firm
Start by engaging an executive recruitment firm with a track record of placing diverse candidates

Underrepresented candidates may require more encouragement to apply

Consider candidates with different backgrounds and professional experiences

Provide necessary assistance for first-time candidates
Empower Human Resources
→ Review existing classifications to adjust minimum qualifications

→ Create a more diverse candidate pool by flexible staffing

→ Address challenges like child care schedules and caregiving responsibilities

→ Conduct a holistic review to identify unconscious bias
Strategies for Diversity Recruitment

- Expand recruitment sources
- Implement blind resume screening
- Provide diversity training for hiring managers
- Establish diversity goals and metrics
- Being transparent regarding selection process, what to expect, timeline
- Promote employee referrals
Track Progress and Stay Accountable
| 01 | Long-term commitment to diversity initiatives is crucial |
| 02 | Ensure diversity efforts are not for optics but solving real challenges |
| 03 | Ensure diversity efforts are not for optics but solving real challenges |
| 04 | Identify areas for improvement and make course adjustments |
Investments and Changes for Exceptional Returns

01 Create an environment where diversity of opinions is valued

02 Small but sustained investments can yield exceptional returns

03 Make changes to organizational policies and practices

04 Implement comprehensive approach including partnerships and mentorship programs
Diversity improves service delivery and reflects community demographics

Create an inclusive and successful city organization

Cultivate partnerships, enhance recruitment processes, and set diversity goals

Provide training and establish mentorship programs

Conclusion