

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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Active poll

0/23

How diverse is your workforce?

1. Very diverse
2. We're well on our way
3. We've started the journey but have a long way to go
4. Not very

Introduction

- The struggle to recruit and attract stellar employees is real
- Changing environment and employee loyalty.
- Importance of making organizations desirable 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

A group of people are seated around a long wooden table in a meeting room. In the foreground, a person's hands are visible, using a calculator on a yellow notepad. Another person is looking at a document. The background is slightly blurred, showing other participants and a window with a view of a city. The text "Empower Human Resources" is overlaid in the center in a large, white, serif font.

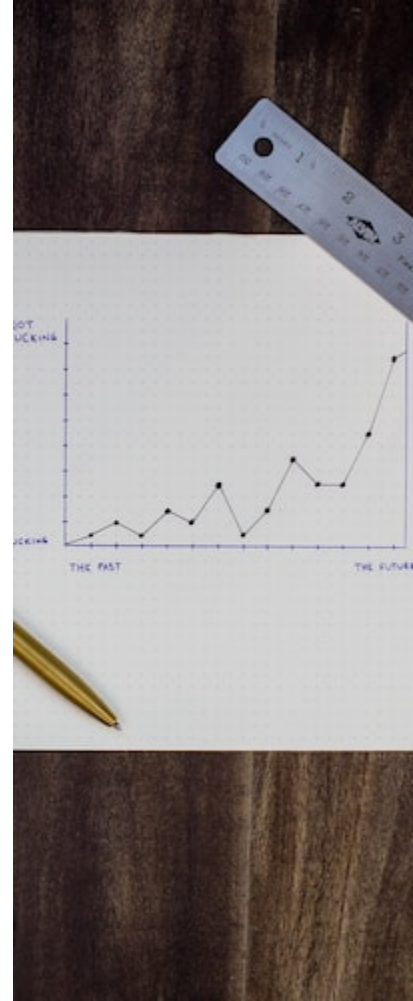
Empower Human Resources

- 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

Conclusion

- 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