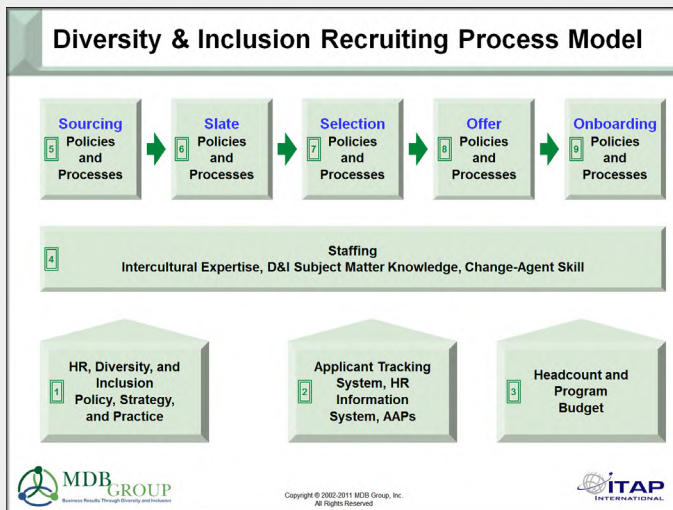


A Strategic Approach to Recruiting a Diverse Workforce and New D&I Videos



Taking a Strategic Approach to Recruiting a Diverse Workforce

Recruiting a diverse workforce is about a lot more than deciding where to post jobs and source candidates. As the figure below illustrates, the full-stream process from sourcing through onboarding is implemented by people who are supported by your organization's policies, strategies, practices, and systems.



Successful recruiting outcomes require:

- Truly inclusive policies, strategies, and practices.
- Recruiters, interviewers, hiring managers, and leaders with well-developed intercultural expertise who consequently will tend to think, act, and make hiring decisions in an authentic, inclusive, and culturally-competent way.
- Training and tools to help develop culturally-competent staff.
- HR systems that make it easy to track and manage each step of the recruiting process.

A systems approach helps ensure success. Typical steps include:

- Inclusion and culture analyses of:
 - The sourcing and selection process including the training and tools for people doing the sourcing and selection work (e.g. the recruiters, interviewers, and hiring managers).
 - The career and diversity sections of the organization's website.
- Survey or interview the people doing the sourcing and selection work to determine how they think about and manage their work regarding diversity and cultural difference.
- Measure the recruiters', interviewers', and hiring managers' mindset regarding diversity and cultural difference using the Intercultural Development Inventory®.
- Analyze applicant flow and workforce data including hires, promotions, and separations.

This provides the basis for a comprehensive focused strategy and action plan that addresses the full-stream recruiting process. As appropriate to the organization, the strategy should consider reputation, external relationships with associations, schools, and key influencers, external and internal sourcing, web presence, applicant flow management, selection, and onboarding.

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Please visit and connect with us on Facebook, LinkedIn, and YouTube.

New D&I Videos

Five new D&I videos are available on our website. Use the links below and they will be at the top of the sidebar.

Introduction to the MDB Group website
mdbgroup.com

About MDB Group
mdbgroup.com/about

MDB Group's perspective about D&I and intercultural expertise
mdbgroup.com/perspective

Business-Aligned® D&I planning - an introduction
mdbgroup.com/strategies1

Intercultural expertise: definitions and overview
mdbgroup.com/intercultural-competence

The videos may also be accessed through the MDB Group Media Center and the MDB Group YouTube channel (subscribe to receive future updates).

MDBGroup.com/media-center

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