



INCLUSIVE RECRUITING STRATEGIES

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Inclusive Recruiting Strategy



AWARENESS



EFFORTS



INCLUSION



OUTREACH



UNDERUTILIZATION

Recruiting for Diversity



Awareness – Know where the talent exist - Top Ranked HBCU/HSI; Associations; Site searches



Efforts – Cast a wide net; Engage Administrators, Faculty and Students; Source passive candidates utilizing social media



Inclusion - Invite diverse Faculty to be featured in and/or apart of on-going efforts;



Outreach – Ensure materials highlight cues about our commitment to belonging; Engage community groups and advocates



Underutilization – Be intentional by analyzing the workforce, considering availability, and evaluating outcomes



Mitigating Bias in Selection & Hiring

- Utilize value statements that support the college or unit's inclusive culture/climate.
- Consider using the Gender Decoder
- Establish selection criteria, rubrics and ideal candidate profile prior to starting active recruitment.
- Engage a diverse search committee in the development of a sourcing strategy to include nominations
- Assign an Equity Advisor
- Manage to behavioral-based interviews and utilize answer anchors

Recruiting for Diversity



Recruiting for Diversity

Engage Talent Acquisition and Onboarding

Strategic Talent Group

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THANK YOU
Q&A

