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*
Engage Talent Acquisition and Onboarding

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THANK YOU

Q&A