



Part Two: Practice Equity Daily > 2. Nurture a diverse, equity-minded workforce.

TOOLS FOR A DEEPER DIVE

DIVERSITY, INCLUSION AND TALENT

[Race to Lead: Confronting the Racial Leadership Gap](#)

Building Movement Project

This series of research reports highlights how women and people of color are experiencing barriers to leadership in the nonprofit sector. It also includes guidance about how to remove some of these barriers.

[Why Diversity and Inclusion Has Become a Business Priority](#)

Josh Bersin

This article describes research focused on “128 different aspects of talent management [and] ... found 31 distinct talent practices which are highly correlated with strong business performance.”

RECRUITMENT, HIRING AND RETENTION

[Hiring: Building the Team You Want](#)

AORTA Cooperative

This toolkit offers extensive step-by-step guidance on establishing and training your hiring committee, promoting your job announcement and organizing each step from screening and interviewing to hiring. It also includes a detailed resource of questions that interviewers can/cannot legally ask.

[Peer Evaluations: Getting Better Every Year](#)

AORTA Cooperative

This toolkit explores the “why” of employee evaluations and the “how” of peer evaluations as an equitable strategy for fostering individual growth and building stronger team culture.

[Equity, Diversity and Inclusion in Recruitment, Hiring and Retention](#)

Desiree Williams-Rajee, Kapwa Consulting for Urban Sustainability Directors Network

This is a comprehensive guide for “hiring managers seeking to diversify their sustainability staff by applying an equity lens.” It contains practical guidance on recruitment, hiring, retention and institutionalizing race, equity and inclusion efforts.

[Equitable Hiring Tool](#)

Racial Equity and Social Justice Initiative, City of Madison, Wisconsin

This tool includes a series of questions and worksheets to ensure you include equity considerations in your position description, experience requirements, recruitment and advertising, interview questions, interviewing and candidate selection. While developed by a municipal government, the toolkit has broader relevance, though you may skip over the section on civil service exams.

[Managing Unconscious Bias: Strategies to Manage Bias & Build More Diverse, Inclusive Organizations](#)

Paradigm

This paper outlines the impact of bias on attracting, hiring, developing and retaining diverse employees. It also offers strategies and practices for debiasing each of these areas.



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TOOLS FOR A DEEPER DIVE, CONT.

RECRUITMENT, HIRING AND RETENTION, CONT.

[Six Steps to Hiring More Diverse Candidates](#)

Kayla Kozan

This brief article offers simple steps to get started with identifying diversity hiring metrics and hiring more diverse candidates.

[Textio](#)

An online tool for writing bias-free job postings/descriptions and other written materials.



Also, see the section on building common language for training tools.