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.
Part One: Get Ready

Part Two: Practice Equity Daily

Workbook

Introduction

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.