

Pro-Active Hiring to Diversify your Workforce

“Proactive recruitment is a strategy that focuses on sourcing, engaging, and attracting candidates ahead of hiring demand”

Understand Roles Now & in the Future

Understand the roles within your organization today and consider the roles you'll need in the future as your organization continues to grow and evolve

Career Page

Have a great career site or page that captures company culture and values,

Make it mobile-friendly!



Include E-D-I

Include values, goals and work around equity, diversity and inclusion in your employer branding.



Make it Easy

Make sure that the application process is easy for candidates - use plain language and clear instructions



Update your Job Descriptions

Keep up-to-date versions of all job descriptions so you are ready when it's time to hire!



Build a Talent Community

Develop ways to stay connected - leverage subscription lists and send future candidates engaging and relevant content to keep them interested until you are ready to hire



Network! Network! Network!

Engage in networking opportunities and develop relationships with community organizations, nonprofits and schools.

