

Diversity Recruitment Assessment

Company Philosophy, Culture

- § Reflected and tied into every facet of the program

Internal Assessment

- § Management commitment
 - Leadership buy-in
 - Champion / Sponsor
 - Linked to Business / Company objectives
 - Resources (personnel, financial)
 - Accountability
- § Current population / demographics
- § Culture
- § Environment
- § Retention
- § Compliance
- § Measurement and reporting processes
- § Support mechanisms
 - Groups / Committees
 - Mentoring
 - Training & Development
 - Workforce Programs
 - Feedback / Information Sharing
- § Activities
 - Recognition events, awards, celebrations

External Assessment

- § Community involvement / outreach
 - Philanthropy (employee and corporate involvement)
- § Business Involvement / Outreach / Impact
- § College / University relationships
 - Recruiting programs
 - Internships
 - Professors / Advisors
- § Professional Associations / Conferences / Events
 - NBMBA, NSHMBA, etc.
 - MED Week, etc
- § Reputation , Attraction
- § Benchmarking

Recruiting Methodologies (Develop Pipeline)

- § Vehicles (newspaper, magazines, television, internet, radio, etc.)
- § College campus recruiting
- § Networking (associations, clubs, business groups, employees, etc.)
- § Employee referrals
- § Contingency firms
- § Search firms

Assessment & Implementation Process

- I. Executive / Management Commitment
- II. Determine Desired State & Objectives
- III. Assess Current Situation
- IV. Identify Gaps
- V. Develop Plans and Strategies to Close Gaps
- VI. Feasibility Analysis
- VII. Obtain Executive/Management Approval & Commitment
- VIII. Communicate and Implement
- IX. Evaluate