



What Diversity Recruiting is **NOT**



Diversity Recruiting is NOT...

A strategy to hire talent ONLY from Black and Latinx populations

Affirmative action or a quota system

Reverse discrimination

Making exceptions or providing handouts

Lowering quality in those selected for hire

Diversity Recruiting is...

Diversity recruiting increases representation where there has been historical underrepresentation in the workplace. Increased diversity in every company looks different so the diversity recruiting strategy has to mirror the initiative.

Hiring someone specifically because of how they identify within a protected class is illegal. The opportunities afforded by diversity recruiting increases access to apply and be fairly assessed for open positions in spaces where there have been barriers historically.

Discrimination against a population because of how they identify is illegal. A recruiter's goal in diversity recruitment is to generate a competitive candidate pool in a way that is representative of those who are available in the workforce.

Diversity recruiting does not mean giving certain candidates an advantage. It is leveling the playing field by removing the hurdles and roadblocks caused by bias that are creating a disadvantage for marginalized communities.

Increasing quality by increasing representation of untapped perspectives and drawing in untapped voices who have the knowledge, skills and abilities to perform the essential functions of the role.