CHANGING THE LANDSCAPE OF IL
Building an Organization for Everyone
Hiring Staff
Benefits of Hiring People Within Minority Communities

→ Shows Minority populations your organization considers them worthy
→ Respects the culture and value
→ Removes language barriers
→ Improves access to community
BARRIERS TO EMPLOYMENT FOR PEOPLE OF COLOR

→ Seen as less qualified
→ Racism
→ Have to be more qualified
→ Assumed to be less dependable
ATTRACTING DIVERSE APPLICANTS

→ Use consumer base
→ Job descriptions
→ Focus on lived experience versus education
SUSTAINING STAFF
EDUCATING STAFF ON DIFFERENT CULTURES

→ Staff sharing culture
→ Integrating different culture into workplace
→ In Service training
MOVING ON UP!
LEADERSHIP

→ Advertise internally
→ Leadership is more than Management