

"Creating a truly diverse and inclusive recruitment industry can lead by example"

Project #1: Commitment Charter and Resources

Create a commitment Charter which demonstrates members and non-members commitment to building a resourcing function that reflects their geographic demographic in the UK.

Develop a suite of (free and public) resources including an insight tool kit and guiding principle for creating an inclusive resourcing function.

The Charter will define the future aspiration. Charters should be challenging!

Project #2: BAME Members/ (Future) Leaders Think Tank:

Facilitate a BAME members ThinkTank to understand the journey they have taken into leadership, the challenges they've faced along the way, and potentially blockers to progress. Share insight with the membership.

Project #3: BAME Leader 11 Most Influential

Following The Recruiters magazine's) idea of 11 Most Influential Leaders, but for BAME leaders - showcasing their journey into Resourcing.

Highlight that BAME recruiters can make the big job, and use these people as role models to bring in more BAME talent into resourcing and motivating BAME recruiters to climb the ladder.

Project #4 - already in progress: Future Leader Program:

Expand the FLP to be more open and inviting to BAME recruiters. Offer structured mentors that include BAME leaders.

Discussions at the Summit provided a range of other ideas and initiatives which could support your own efforts. We've summarised ideas below:

Develop your own understanding of the subject:

It's about self-education..... Doing the right thing....

Avoid the language of 'something about culture fit' – it's simply too exclusive

Read, following and understand inclusion.

Encourage Open Conversations:

Insight days/ Open days – happens at Whitbread

Host Discovery Days:

Telling stories – from people with difference.

Removing the fear from saying the wrong thing.

Set up a Reverse Confession Box: Senior Leaders (White, middle classed!)

Ask any question – anyone can ask. How to handle different situations with people from differing backgrounds, ethnicity, gender.

Change the way you write a Job Description:

Use tools like Textio.

Gender neutral.

Call out – reassuring candidates to apply if they meet 60 - 70% of the criteria.

Attend Social Committees/ Employee Resource Groups – to understand... are they diverse?

Be present.

Lead by example.

Focus on hiring from Universities with a high number of BAME students:

To drive more BAME talent into our companies overall, it was suggested that a university is picked each year, that is BAME heavy and not on anyone's list, and offer members the chance to attend in a group to create a hiring opportunity for their business.