

INCLUSIVE RECRUITING

When engaging in inclusive recruitment, you are encouraged to build a strategy that targets the underrepresented group within your college/unit. Casting the widest possible net to attract that segment of the workforce is the greatest opportunity you will have to diversify your applicant pool. Below are some strategies and/or sources you may consider when building your strategy; however, our Talent Acquisition and Onboarding Team is available to support you with this task.

1. Because students consider the racial and ethnic diversity of a college campus when choosing a school, as a hiring authority, you may wish to consider them when entertaining sourcing strategies for student programs and/or internships.
 - a. [Campus Ethnic Diversity National Universities](#)
2. Don't just stop with advertising on job boards, but target and build strategic partnerships by reaching out to key representatives within schools that serve predominantly underrepresented populations.
 - a. [Historically Black Colleges and Universities](#)
3. Build and communicate your college/unit brand by highlighting projects, research, community engagement, and partnerships that support your culture of inclusiveness and prominently showcase them on your college's website, in print or electronic material or partner with UFHR to feature them.
4. Consider hosting a virtual open house event for potential job seekers, underrepresented groups or passive candidates who desire to learn more about your college/unit, projects, and/or research.
5. Establish partnerships with [multicultural professional associations and student groups](#).

ADDITIONAL STRATEGIES

- Build relationships with colleges and organizations that seek to educate and promote diversity efforts.
- Reach into communities of underrepresented talent using volunteer opportunities, fellowships, mentorships, scholarships, and/or internships.
- Partner with your communications and marketing teams to use your social media pages to promote diversity and showcase current diversity programs or employee groups.
- Strive for equal representation of all groups in your marketing materials and online.
- Seek feedback from current diversity groups within your areas about how you can improve recruiting efforts.
- Focus retention efforts on creating an inclusive environment where diversity groups feel both valued and empowered.
- Increase the number of candidates applying to jobs by eliminating GPA minimums.
- Embrace high-touch recruiting. If prerecorded interviews are used as a method to screen candidates, use personal email messages when engaging candidates versus system templates. Consider an initial phone contact to introduce the candidate to the video interview process before the interview is scheduled.
- Partner with student chapters of professional organizations on campus to assist with recruiting diverse talent from a broader bench of schools.

HIGHER EDUCATION JOB BOARD NETWORK

- Network Members
- AABHE Career Center
- AACSB Career Connection
- AAMC CareerConnect
- Accreditation Council for Business Schools and Programs
- Alliance for Continuing Education in the Health Professions
- American Association of Colleges for Teacher Education (AACTE)
- American College Health Association
- American Conference of Academic Deans
- Arizona Association of Student Financial Aid Administrators
- Association for Continuing Higher Education Inc.
- Association for Leadership Science in Nursing
- Association of Deans & Directors of University Colleges & Undergraduate Studies
- California Association of Colleges of Nursing
- CASE Career Central
- CASFAA Career Center
- Higher Education Career Center by University Business
- INSIGHT into Diversity
- National Association of Business Careers and Education
- National Association of Diversity Officers in Higher Education
- New York State Association for College Admission Counseling
- Southeastern Association of School Business Officials
- The Enrollment Management Association

FOR ADDITIONAL ASSISTANCE

Policies & Directives

Talent Acquisition & Onboarding
352-392-HELP
talent@hr.ufl.edu

Strategic Talent Group's Website

[Strategic Talent Group – UF Human Resources \(ufl.edu\)](https://www.ufl.edu/hr/talent)