



DIVERSITY RECRUITMENT ACTION PLAN

Increasing Representation
One Hire at a Time.



INTRODUCTION

Purpose

The purpose of this document is to outline a framework for companies that are growing rapidly and need a strategic plan in place as they grow. The framework isn't meant to be definitive in any way, but will hopefully provide some direction until the full-holistic diversity recruitment strategy is developed.

What is the Diversity Recruitment Action Plan?

The Diversity Recruitment Action Plan is a framework for organizations to use when creating a temporary strategic plan to attract and retain underrepresented talent at their organization. Organizational diversity is vital to the success of any organization, and the diversity plan should reflect the specific needs of each specific business/organization.

Who is this Action Plan for?

The Diversity Recruitment Action Plan action plan is meant for companies that:

- Are growing rapidly and are at the point where they need a compressive diversity recruitment strategy but may need a temporary guide to hold them over until the full strategy is developed.
- Are established and are in need in of a temporary strategy with key KPI's, Mission, Vision and Objectives to hold them over until the complete strategy is built out.



Cedric Chambers
CEO of Jump Recruits



Diversity Recruitment Strategic Action Plan

Mission	Vision	Value Proposition	
	One Phrase Strategy		
Opportunities			
<u>Selection & Assessment</u>	<u>Onboarding</u>	<u>Sourcing</u>	<u>Culture</u>

Key Priorities/Initiatives

1		
2		
3		

Key Contacts

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Your KPIs

1		
2		
3		
4		
5		

Footnote 1: Here are a few articles to help develop your value proposition if you need assistance.
 Link 1 Link 2

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Key Priorities and Initiative

Example

Priority 1: Intensify recruitment efforts in new markets.				
Objective	Activities	Timeline	Lead	Resources
Add veterans to the candidate pool during periods of recruitment	<ul style="list-style-type: none"> - Research and determine who to partner with at VA to gain more info about hiring veterans. - Partner with career center at university with military demographics - Attend veteran job fair. 	Jan 15 March 15 June 30	Michael B. Jordan	N/A
Partner with three community colleges that have prominent minority student demographics	<ul style="list-style-type: none"> - Research college demographics and work with career center at identified colleges. - Attend job fairs at those colleges. 	Feb. 1	Chris Haynes	N/A

Within 3 Months

Priority 1:				
Objective	Activities	Timeline	Lead	Resources

Priority 2:				
Objective	Activities	Timeline	Lead	Resources

Within 6 months

Priority 1:				
Objective	Activities	Timeline	Lead	Resources

Priority 2:				
Objective	Activities	Timeline	Lead	Resources

Within 1 Year

Priority 1:				
Objective	Activities	Timeline	Lead	Resources

