**Theme 2 Talent - Recruitment – Retention – Relationships**

**Summary** - People that have been in a community for 4 or more years are more likely to stay (or return after working elsewhere) than someone recruited from another part of the country that doesn’t have community when they first arrive. “Grow your own” is a good way to get people that like the community to stay and can be especially helpful for retaining minority populations and elevating people within their existing organization.

**Objective** – use “Grow your own” concepts for diverse candidate recruitment and retention resulting in \_\_\_% increase of BILPOC employee population and \_\_\_% reduction of turnover by \_\_\_\_\_\_.

**Tactics:**

* 1. Advocate for the expansion of high job demand academic programs (machine learning, AI, data analytics, cyber security, nursing, teaching) and target minority populations to fill the new student slots.
  2. Create student internships and micro-internships that lead to university jobs. Encourage hiring from within the institution.
  3. Use current staff to self-identify and identify colleagues that are promotion prospects and then establish career growth paths for those employees.
  4. Identify BILPOC undergraduate and graduate students interested in a career path in academia and provide the resources and mentorship necessary to help them achieve their academic and career goals. If academic appointments require experience at other universities, try to create an “academic exchange program” with other universities (perhaps in the same conference) that allows academics to gain this experience and then return after the appropriate number of years.
  5. Create a boomerang program to recruit alums back to their institution’s community to add to the talent pipeline, lead early stage companies or provide mentorship. This could include forgivable loan incentive programs.
  6. Youth – K-12, plus community college outreach for tutoring, mentorship and career modeling. (An example of this is a summer camp for BIPOC kids.) Companies will partner to ensure they have diverse candidate pool.
  7. Include access and provide guidance to FAFSA with the parents. Advocate for making the FAFSA application a high school graduation requirement so families can see that a college education can be attainable.
  8. Define specific diversity recruiting goals.

**Other Ideas or notes for Recruitment – Retention – Relationships**

1. Create identity support groups to bring POC together in networks for employment and mentorship.
2. Host workshops for overlooking bias in hiring processes.