

Diversifying Recruitment Strategies at Organic Organizations



1 Foster relationships with HBCUs, Tribal Colleges, Hispanic-Serving and AAPI-Serving Institutions

2 Offer paid internships to underrepresented students, both as a resume-building opportunity and as a pathway to permanent employment



3 Think deeply about the skills and capabilities (rather than experience) you are looking for in your new hires, and where those skills might be found

4 Along with your recruitment strategies, examine your organization's hiring policies!



5 Consider reaching out to and sharing challenges and strategies with ally organizations, and consider hiring equity consultants



**DIVERSITY, EQUITY, AND INCLUSION
TOOLS FOR ORGANIC PROFESSIONALS**

