Best Practices in Diversity
Strategic Planning Workshop

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Billie S. Willits, Associate Vice President for Human Resources

Steve Hayes, Senior Employment/Recruitment Coordinator
Recruitment: to secure the services of, to replenish, a fresh supply (an ideal climate would be evolving, sensitive and considerate.)
External Practices

• Partnering with Minority Organizations
• Community Outreach
• Positive, visual advertising
• Targeting career fairs for minorities
• Hire minority and women vendors
• Strong customer focus
Internal Practices

• Comprehensive Diversity Plan
• Systematic, Administrative Buy-in
• Employee Referral Program
• Targeting career fairs for minorities
• Organizational assessment
• Educate managers
• Resources ($)
• Accommodate disabilities
• Train to improve underrepresented selection
Internal Practices (cont.)

• Emphasizing employee benefits

• Strategic hiring process (Penn State has a new strategy for the hiring process)

• Survey & measurements

• Use Internet career web sites/listserves

• Competency based hiring

• Role models

• Recruitment targets

• Relocation fees

• Alumni Fellows Program
Retention: to be retained, act of keeping, to hold secure or intact (an ideal environment would be evolving, sensitive, and considerate)
Internal Practices

- Rewards & Recognition
- Professional Development
- Cross-Training
- Celebrate successes
- In-house diversity resource center
- Offer advanced courses (communication, teambuilding, conflict)
- Flexible work schedules
- Career management assistance
Internal Practices (cont.)

• Employee support groups
• Child care
• Diversity council
• Identify employees with potential to grow
• Leadership programs
• Mentoring programs
• Exit interviews
• Service awards
• Staff Review and Development Plan
• Alumni Fellows Program