

THE SIX-STEP PROCESS FOR MULTICULTURAL RECRUITING

Step 6	Develop a Targeted Recruitment Strategy	<p>A Strategic partnership with specific resources can help you achieve your goal</p> <p><i>Quick Tips:</i></p> <p style="text-align: center;"><i>Focus your efforts</i> <i>Enlist Support</i></p>
Step 5	Effectively Screen Resumes	<p>Different cultures value different things. Recognize that your preferences may be barriers to some.</p> <p><i>Quick Tips:</i></p> <p style="text-align: center;"><i>Identify your biases</i> <i>Be open-minded</i></p>
Step 4	Maintain Your Recruiting Network	<p>Networking is a two-way street. Others can benefit from your experience and perspective.</p> <p><i>Quick Tips:</i></p> <p style="text-align: center;"><i>Keep a resource database</i> <i>Keep in touch (call or write).</i></p>
Step 3	Establish Cross Cultural Relationships	<p>Relationships take time to nurture. Many organizations exist that offer us opportunities to learn about others and their cultures</p> <p><i>Quick Tips:</i></p> <p style="text-align: center;"><i>Join a diverse group or organization</i> <i>Build and maintain relationships</i></p>
Step 2	Identify Nontraditional Recruiting Resources	<p>Resources can come from a variety of institutions and contacts. Awareness of these resources can be increased through other people and publications.</p> <p><i>Quick Tips:</i></p> <p style="text-align: center;"><i>Contact key institutions in your area</i> <i>Ask people who you know for referrals</i></p>
Step 1	Enhance Your Cultural Competency	<p>Culture consists of a shared set of rules concerning style, etiquette, values, language, tastes, preferences, traditions, customs, belief systems, and views of the world.</p> <p><i>Quick Tips:</i></p> <p style="text-align: center;"><i>Attend a cultural event from a culture other than your own</i> <i>Increase the number and type of events you attend, for example, religious services, concerts, festivals, etc.</i></p>

These recruitment tips have been developed by the Global Lead, Inc. For further information about minority recruitment and other diversity issues contact Vince Brown at 513-366-8344 or John Peoples at 410-203-9017.

Source: <http://www.hrpress-diversity.com/rc2k/recruit.html>