



**Partners
in Diversity**
Thriving Through Belonging



NW Equity Summit
Reframed & Refocused

Recruitment without Tokenizing

Building Highly Diverse and Effective Teams

Introductions

Context

Refresh on Equitable Hiring Practices

Preventing Tokenism





Orlando Williams

Chief Executive & Equity Officer

Introductions

- Oregon born and raised
- Harlem Globetrotters' Player & Community Outreach Ambassador of Goodwill
- Founded Motus in 2006, a National Executive Search & Staffing Firm headquartered in Portland, OR.
- Portland Trailblazer Game Analyst

Motus Recruiting

- Motus Recruiting and Staffing, Inc. & Motus Technology Solutions, LLC
- Motus Organizational Development Solutions, Inc.
- T.H.A.T- The Harvest Academy for Talent

Community Service:

- Bloodworks NW Board
- Self Enhancement Inc. (SEI) Board
- OHA – Audit Committee
- Regence BCBS Community Board
- Summit Bank Community Board



Joseph Mine Wahl

- Born in Japan, raised in Oregon
 - Over 30 years leading HR and organizational change in public and private sector organizations
 - Co-founder and Chair Emeritus of **Partners in Diversity**
 - Founding board member of Oregon Nikkei Endowment
 - U of O President's Diversity Advisory Council
 - Founded Wahl & Associates LLC in 2017, a Pacific Northwest consulting firm specializing in leadership change with a focus for missioned organizations
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CONTEXT

Tokenism is the practice of making a **superficial or symbolic effort** to include members of underrepresented groups—such as racial or ethnic minorities, women, or people with disabilities—in order to give the *appearance* of equality or inclusiveness, while **not meaningfully changing structures of power, opportunity, or representation**.

Refresh on Equitable Hiring Practices

Create Transparent, Objective, & Inclusive Job Descriptions

- Ensure compensation transparency
- Remove barriers & review all minimum requirements
- Include capabilities, not just years of experience

Diversify your Hiring Sources

- Expand your Channels – job boards, career fairs
- Incentivize Referrals from marginalized groups
- Hire a Consultant(?)

Refresh on Equitable Hiring Practice

Mitigate Unconscious Bias in Your Hiring Process

- Include diversity on your hiring team
- Create a structured interview and evaluation process
- Refresh interviewers on unconscious biases and mitigation strategies
- Track key metrics and examine at each interview stage

Preventing Tokenism

Ensure a Consistent Employment and Corporate Brand

Prioritize Employee Retention

- Create an inclusive work environment
- Track employee satisfaction scores and retention metrics

Establish Diversity Hiring Objectives for All Levels of the Organization

- Prioritize leadership or impact roles first, if possible

Consider the challenges of the current climate

- Consider word choice
- Call out all types of diversity
- Prioritize a safe and inclusive work environment

Challenges of the Current Climate

As We Continue this Important Work in this Climate...

- Prioritize transparent and consistent hiring practices
- Consider word choice
- Call out all types of diversity
- Prioritize a *safe and* inclusive work environment for all
- Track successes

Key Takeaways

TEXT

Stay the Course on your Equitable Hiring Practices

Focus on Employee Retention

Ensure Diversity Hiring Objectives for Leadership/ Impact Roles

Audience Participation

Questions from you...