



Recruitment without Tokenizing

Building Highly Diverse and Effective Teams

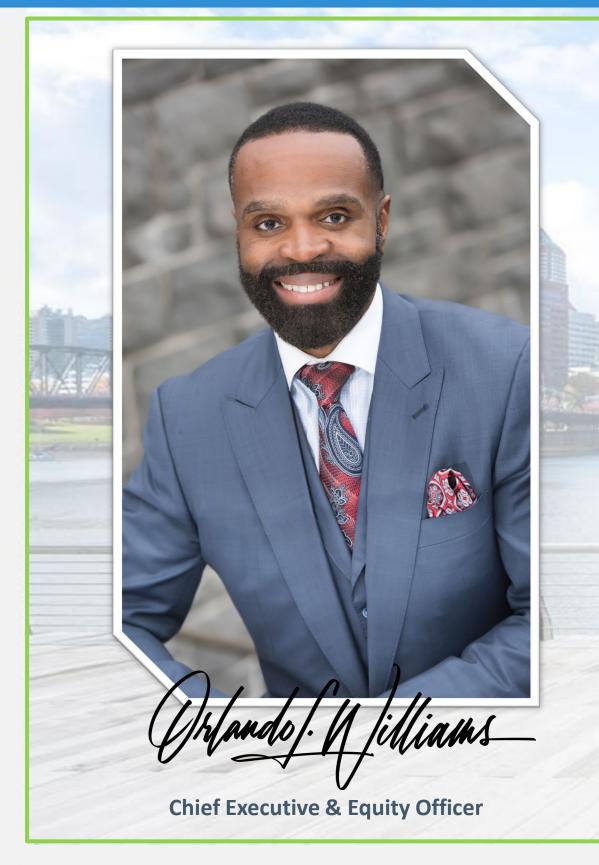


AGENDA

Introductions
Context
Refresh on Equitable Hiring Practices
Preventing Tokenism







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 Nor consulting firm specializing in leadership change with a focus for missied organizations











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

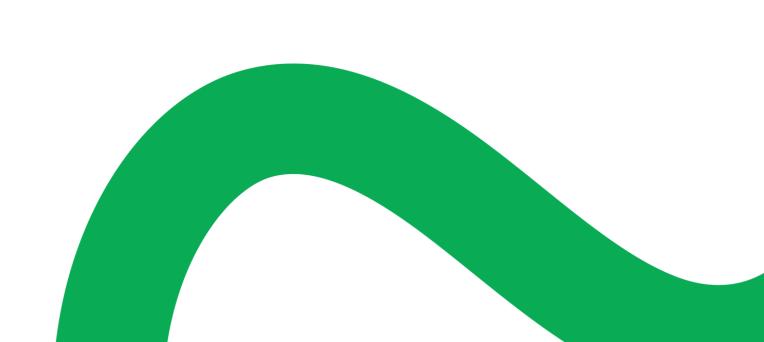
- Create an inclusive work environment
- Track employee satisfaction scores and retention metrics

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...