INCREASING EQUITY AT THE WORKPLACE
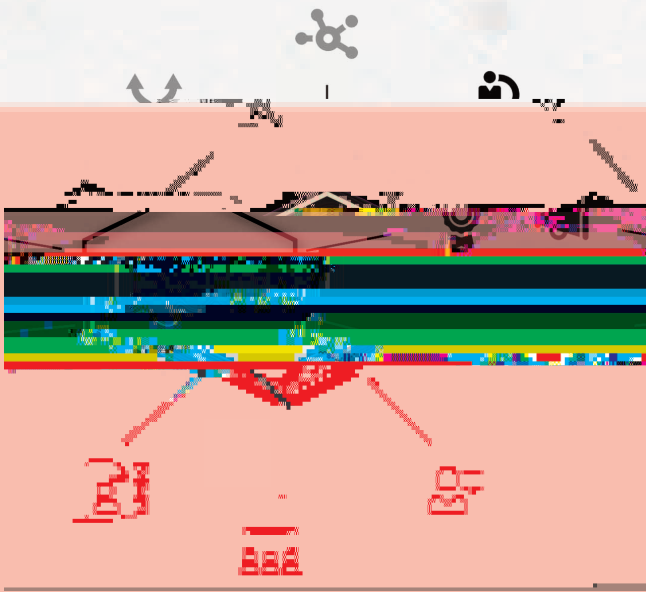
EC I ME A DHI I G EM
LKI

STEP : BENCHMARK

Marcie Pitt-Catsouphes, PhD

Samuel L. Bradley, Jr., DSW

Kathleen Christensen, PhD
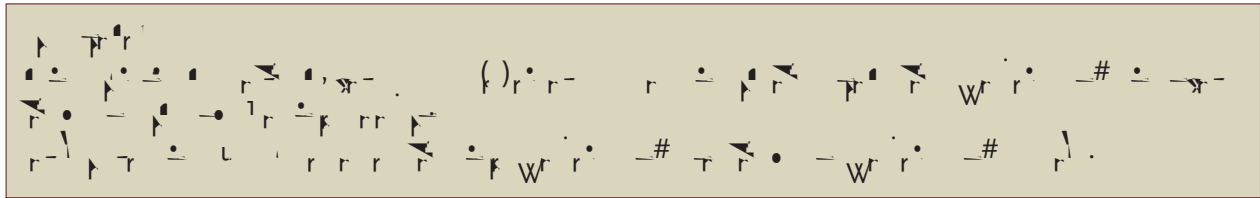
2.0 Introduction

Figure 6: Step 2 of the Recruitment and Hiring System Toolkit

2.1 Roles and Responsibilities

2.2 Step 2 Tasks

Recruitment and Hiring System Toolkit Worksheet #4
Your Organization's Average Audit Scores

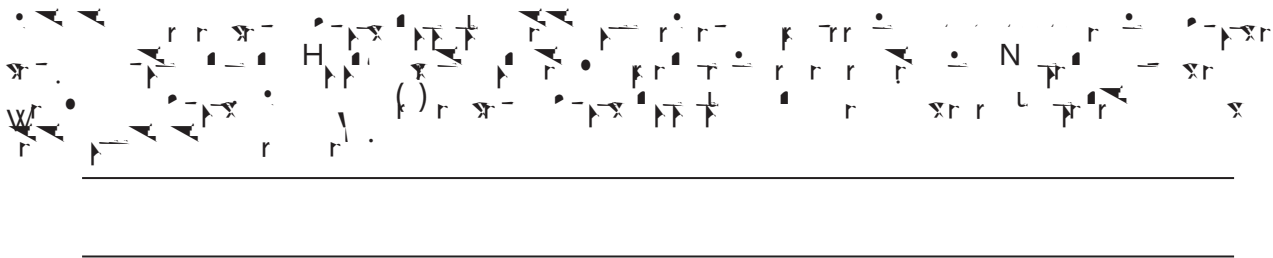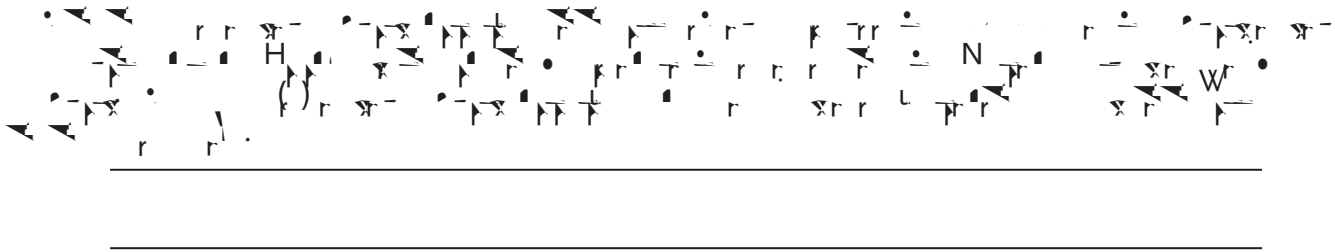|	Your Organization's Average Scores (1.0 – 4.0)
1. To what extent does your organization have written policies which ensure that recruitment and hiring processes are fair and conducted without bias or discrimination?	
2. To what extent has your organization adopted recruitment practices that attract diverse applicants for open positions? ?	
3. To what extent does your organization routinely audit the fairness of recruitment and hiring?	
4. To what extent does your organization hold one or more employees (e.g., supervisors; Director of DEI, etc.) accountable for monitoring the fairness of	
5. To what extent do the actions of your organizational leaders indicate that they believe there a connection between DEI initiatives and the fairness of recruitment and hiring?	
6. To what extent does your organization have a desire to be recognized by job applicants as a leader in workplace equity?	
7. To what extent does your organization welcome diverse applicants during the recruitment and hiring process?	
8. To what extent does your organization provide applicants with equitable access to information related to their application?	
9. To what extent does your organization make the decision-making processes related to hiring transparent to applicants as well as current employees?	
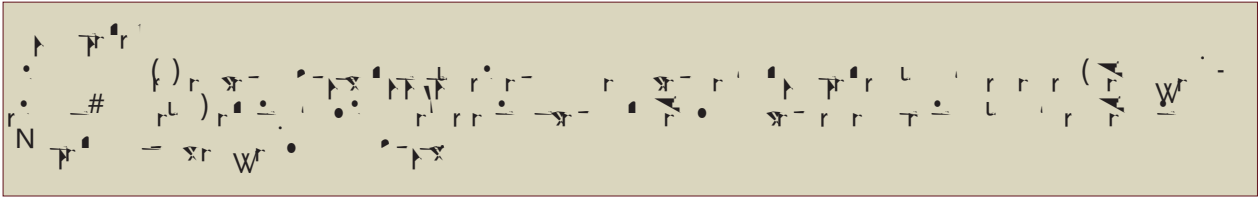
Recruitment and Hiring System Toolkit Worksheet #5
Compare Your Organization's Average Scores to the National Averages

Recruitment and Hiring System

3

Recruitment and Hiring System Toolkit Worksheet #5

Compare Your Organization's Average Scores to the National Averages
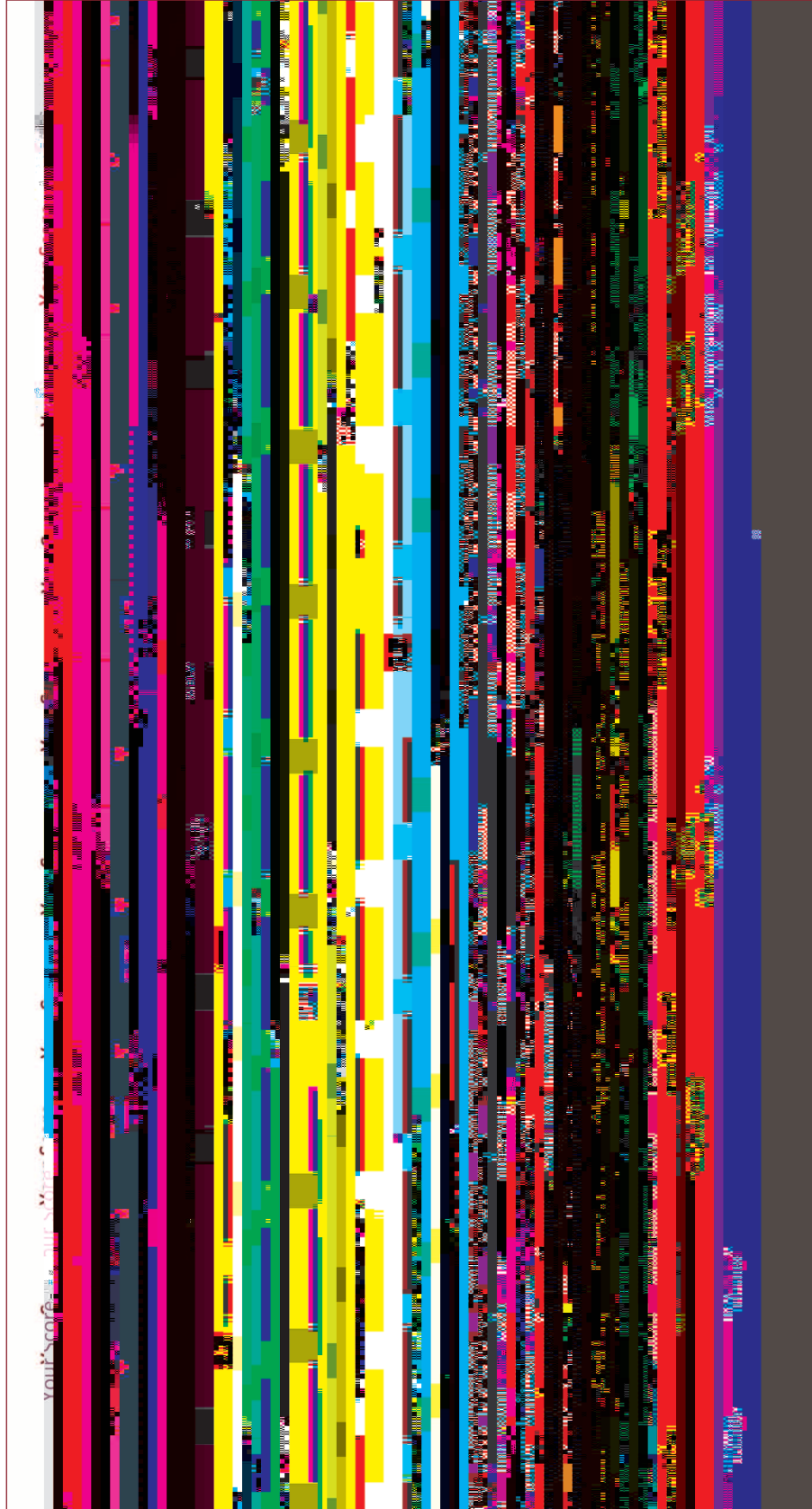
1. *less*

2. *less*

Go to Step 3 of the Recruitment and Hiring System Toolkit: Consider Variations in Equity

Figure 7: Step 3 of the Recruitment and Hiring System Toolkit