## **Diversifying Recruitment** Strategies at **Organic Organizations**



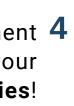
Foster relationships with HBCUs, Tribal Colleges, Hispanic-Serving and AAPI-Serving Institutions

Offer paid internships to underrepresented students, both as a resume-building opportunity and as a pathway to permanent employment





3 Think deeply about the skills and capabilities (rather than experience) you are looking for in your new hires, and where those skills might be found



Along with your recruitment 4 strategies, examine your organization's hiring policies!





Consider reaching out to and sharing challenges and strategies with ally organizations, and consider hiring equity consultants



**DIVERSITY, EQUITY, AND INCLUSION TOOLS FOR ORGANIC PROFESSIONALS** 











