

## Creating a Diverse and Inclusive Recruitment Culture

Gain the tools, confidence and understanding to be a diverse and inclusive recruiter.

This DE&I recruitment programme will ensure you are equipped with the skills, tools and knowledge to support and develop your recruitment culture.

Five engaging, insightful, and interactive 90-minute training sessions, designed to educate, inspire, build recruiter confidence, and encourage action.

Who is this programme for?

- Recruiters and Hiring Teams looking to develop their understanding of DE&I
- HR Professionals looking to evolve their inclusive recruitment culture
- L&D professionals wanting to weave Diversity & Inclusion into recruiter training
- Recruitment Marketing Professionals who want to develop a message of inclusion across their client and candidate networks

During this programme you'll learn how to get to grips with diversity and inclusion. Through advice and this training, you, as recruiters and members of the hiring team will gain the insight, tools, and confidence to attract marginalised and underrepresented talent, recruit inclusively, secure better business and confidently partner with your clients, customers, residents, or partners organisations.

Programme Overview

- An Introduction To Diversity & Inclusion
- Understanding Bias & Its Impact On Recruitment
- Attracting Diverse Talent
- Inclusive Recruitment
- Supporting Clients With D&I

## Programme Detail

- 1) An Introduction To Diversity & Inclusion
  - Equality, Diversity, and Inclusion explained
  - The Equality Act and Protected Characteristics
  - Identity and privilege explained
  - The benefits & business case for Diversity & Inclusion
  - Understanding D&I & the role of a recruiter
  
- 2) Understanding Bias & Its Impact On Recruitment
  - How bias & blind spots are formed
  - Bias and Perspectives explained
  - How bias impacts recruitment, candidates & decision making
  - Mitigating bias from recruitment processes
  - Becoming a consciously inclusive & equitable decision maker
  
- 3) Attracting Diverse Talent
  - Understanding marginalisation and underrepresentation in UK employment
  - The mindset of marginalised candidates
  - Providing candidate psychological safety
  - Discussion around Inclusive & accessible talent attraction techniques
  - Allyship & advocacy
  
- 4) Inclusive Recruitment
  - The benefits of inclusive recruitment
  - Language, behaviour & processes that include talent
  - Discussion around Inclusive recruitment techniques & best practice
  - Positive action vs positive discrimination
  - Technology and digital inclusion
  
- 5) Supporting Clients/Customers/Residents/Partners With D&I
  - Navigating D&I conversations with external parties
  - Identifying and benchmarking effective D&I cultures
  - Spotting performative and tokenistic action
  - Advising & supporting partners with their D&I agendas
  - Talking about D&I in applications, developments, bids and pitches

### **About our Presenter**

Joanne, who is the Founder and CEO of SEE Change Happen, describes herself as an Inclusion and Belonging specialist that works with organisations throughout the UK, Europe and Elsewhere to bring culture change that allows people to thrive from pre-hire to retire.

She is a Fellow of the Professional Speaking Association, Member of the Institute of Equality and Diversity Professionals, consultant, and facilitator who focuses on “people people” be that in Talent Acquisition, Human Resources, or Learning & Develop to bring sustainable change by establishing a “why of D&I” for both the Organisation and the leadership teams to ensure it is promoted throughout to all colleagues.

Joanne is a prolific podcaster who hosts “Inclusion Bites” and is a regular columnist in a UK based National Newspaper where she shares her views on Inclusion and Belonging and creating environments where people can thrive.

Recently, Joanne was named as one of the “Top 15 must-follow diversity & inclusion thought leaders to watch out for in 2021” by Peoplehum.com and one of the “125 People to Follow on LinkedIn About Diversity and Inclusion” by DiverseIn.com.

Her mantra is “Smile | Engage | Educate” and that we should treat people as they wish to be treated.

### **Links**

Website: <https://seechangehappen.co.uk>

Inclusion Bites Podcast: <https://seechangehappen.co.uk/inclusion-bites>

Spotlight Newsletter: <https://seechangehappen.co.uk/spotlight>

Twitter: @jo\_lockwood1965

LinkedIn: <https://linkedin.com/in/jolockwood>

Headshots and Bio – <https://seechangehappen.co.uk/download-bio>