
CHANGING THE LANDSCAPE OF IL

Building an Organization for Everyone



Hiring Staff



Benefits of Hiring People Within Minority Communities

- Shows Minority populations your organization considers them worthy
- Respects the culture and value
- Removes language barriers
- Improves access to community

BARRIERS TO EMPLOYMENT FOR PEOPLE OF COLOR

- Seen as less qualified
- Racism
- Have to be more qualified
- Assumed to be less dependable

ATTRACTING DIVERSE APPLICANTS

- Use consumer base
- Job descriptions
- Focus on lived experience versus education

SUSTAINING STAFF



EDUCATING STAFF ON DIFFERENT CULTURES

- Staff sharing culture
- Integrating different culture into workplace
- In Service training

MOVING ON UP!

LEADERSHIP

- Advertise internally
- Leadership is more than Management