

THE ART OF RECRUITMENT

3-2-1 DISCUSSION GUIDE

Tangela Williams-Hill, DVM (she, her)



3 TAKE-HOME MESSAGES

Review these messages together.

Team members have the opportunity and responsibility to help assemble a diverse team through their network of friends and affiliations.

All team members contribute to the organization's brand and can play a role in promoting its commitment to DEI. The DEI look and feel of your workplace may be a determining factor whether a potential candidate chooses to become an employee.

Recruitment of a diverse team requires a thoughtful, purposeful, and planned leadership-driven approach.

2 QUESTIONS TO CONSIDER

Question for **team discussion**

Share your thoughts with your team.

Picture yourself as a job candidate ... how does our website, social media presence, marketing, and community outreach reflect our commitment to providing an inclusive and diverse workplace ... and how can we improve them?

Question for **self-reflection**

No need to share your answer or thoughts with anyone.

How can I become a more enthusiastic ambassador for my workplace who helps identify potential candidates for employment?

1 ACTION TO TAKE AS A TEAM AND ONE TO TAKE AS A JOURNEYIST

Make a commitment together as a team to implement at least one of the suggestions below. This will be your team behavior change.

- Develop a recruitment pitch for candidates that highlights your commitment to DEI.
- Audit your job posting procedure. Research new places to post job openings where a diverse audience is more likely to find your opportunity.
- Use an anonymous survey to ask your team if they would recommend your organization to their network. Ask, "What is the best part of working with our team" and incorporate this information into your marketing messages. Ask, "Are there things that would make you reluctant to recommend becoming a member of our team," and consider making changes to address those issues.

Make a commitment as an individual to follow through on at least one of these suggestions (this can be private).

- Expand your perspective by making a conscious effort to seek out diverse perspectives and experiences. This can include reading books, attending events, or engaging in conversations with people outside of your professional network.
- Seek out opportunities to mentor and support individuals from underrepresented groups. This can include providing feedback and guidance on career development and introducing them to new opportunities at your organization both internally and externally.

We hope that after the meeting, you will be inspired to explore the art of retention in greater depth, either as a team or individually. We invite everyone to check out Dr. Williams-Hill's recommended resources in the [Topic Overview](#).

DIVERSITY ORGANIZATIONS



We encourage you to intentionally expand your network to include diversity. To get you started, here are some groups you may be interested in exploring. Keep in mind that this is not an all-inclusive list, so go ahead and do your own search to find additional organizations that grab your attention.

AFFINITY GROUPS

American Association of Asian Veterinary Professionals

American Association of Veterinarians of Indian Origin

Association of Medical Professionals with Hearing Losses

Black DVM Network

Diversity Veterinary Medicine Coalition

Indo-American Veterinary Medical Association

Institutes of Healthcare Educational Leadership & Professionals

International Veterinary Students' Association

Latinx Veterinary Medical Association

Multicultural Veterinary Medical Association

National Association for Black Veterinarians

Native American Veterinary Association

Native American Veterinary Services

Pride Veterinary Medical Community

VOICE

Women's Veterinary Leadership Development Initiative

SERVICE GROUPS

Chapter VIII: Veterinary Inclusion and Intersectionality Initiative

Not One More Vet

Pawsibilities

Vet Set Go

VetaHumanz

Veterinary Mental Health Initiative - SHANTI Project