

RECRUITING GOVERNMENT EMPLOYEES: INCLUSIVE & EQUITABLE PROCESSES TO FOLLOW

**KYLIE BAYER, SHRM-SCP, MPA
HR DIRECTOR, TUALATIN VALLEY WATER DISTRICT
KYLIE.BAYER@TVWD.ORG**

AGENDA

WE'RE ANSWERING THESE QUESTIONS

- **Why are inclusive hiring practices beneficial?**
- **How can I ensure a more successful recruitment?**
- **Why is no one applying to my poorly written job announcement? ;)**

INCREASE INNOVATION
BETTER EMPLOYEE RETENTION
BROADER PERSPECTIVES
IMPROVED REPUTATION
FEWER CLAIMS

**IT STARTS WITH THE
JOB DESCRIPTION**

**UPDATED
ACCURATE
REVIEWED BY HR**

PROPER PRIOR PLANNING PREVENTS PISS POOR PERFORMANCE

JOB ANNOUNCEMENT

≠

JOB DESCRIPTION

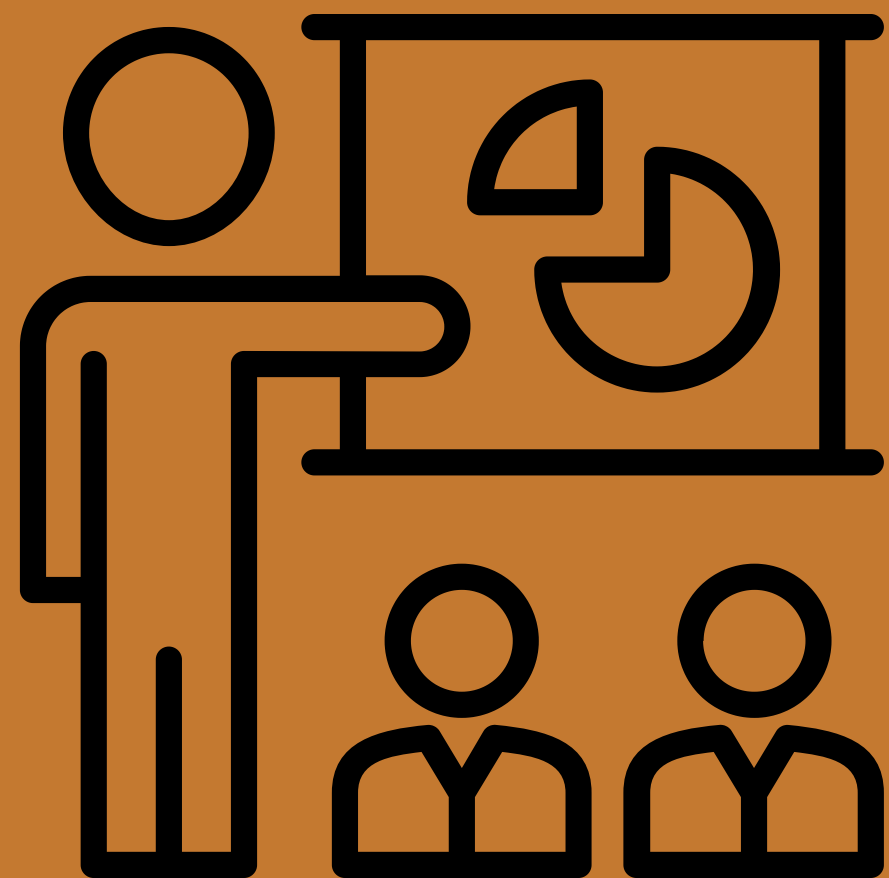
HIGHLIGHT EQUITABLE PRACTICES

USE AI TO REMOVE GENDERED LANGUAGE

HOOK CANDIDATES IN THE FIRST LINE

SELL THE JOB

**PUT YOURSELF IN THE
CANDIDATE'S SHOES**



**TRAIN EVALUATION TEAMS ON BIAS,
FREQUENTLY.**

REDACT MATERIALS
USE EVALUATION TEAMS
OBJECTIVE CRITERIA
PREPARED INTERVIEW QUESTIONS

THANK YOU!

INCLUSIVE HIRING PRACTICES YIELD STRONG APPLICANT POOLS AND FEWER EMPLOYMENT CLAIMS

FOLLOW THE 7 P'S

WRITE BETTER JOB ANNOUNCEMENTS

kylie.bayer@tvwd.org