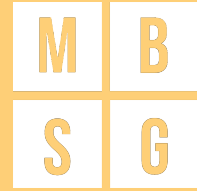


# Recruiting with Diversity, Equity, and Inclusion

MRSO Tips & Tricks



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## 1. Make your DEI stance known

- Reach out to a diverse set of clubs and groups to recruit directly for your org; this can increase the diversity of your applicant pool
- Being transparent about your organization's diversity, equity, and inclusion goals on websites, applications, and other points of contact helps stimulate DEI

## 2. Personalize your application!

- Professional, industry-focused questions are necessary, but adding more personal questions to your application will show a different perspective on applicants

## 3. Social events before interviews

- Integrate social events into the recruitment process before the written application- coffee chats or mixers
- Give the candidates the opportunity to meet with and get an opinion from multiple club members. Decisions can be made by a wider group of club members

## 4. Application decisions

- Eliminate talk of "culture fit"; focus on talk about "culture add" or "community" within your org
- If your application process relies on a rubric, add a section that allows for previously underrepresented groups to shine