

Diversity recruitment strategies

How to drive change	Definition
1. Declare diversity a business imperative.	Measure leaders' performance on recruiting, onboarding, and retaining diverse talent. Discuss an action plan to further these goals.
2. Build awareness of the business case.	It must make sense to your firm's leadership, who must understand and commit to it.
3. Demonstrate hands-on leadership, starting at the top.	Leaders must invest personal capital and actively role-model the desired mind-sets and behaviors to build a more open and accepting culture.
4. Encourage pervasive sponsorship.	Sponsors generate opportunities for high-potential employees. Great sponsors believe in the talented women they help, open doors to growth opportunities, counsel them through valleys and peaks, and advocate for their advancement.
5. Practice robust talent management.	Adapt existing recruitment, promotion, and succession-planning processes to call out and measure performance with regard to gender diversity.
6. Ensure strong accountability supported by data.	Set aspirations, goals, and targets for turnover and hiring rates, diversity of key talent pools, promotion rates, and employee satisfaction or engagement.