Resources for Recruiting and Hiring a Diverse Workforce

Prepared by the Pennsylvania Association of Nonprofit Organizations

**National Contacts:**

[National Diversity Council](http://www.nationaldiversitycouncil.org/)

[Pennsylvania Diversity Council](http://padiversitycouncil.org/)

[Pennsylvanian Diversity Coalition](https://thepadc.org/)

**Guides:**

[Diversity Recruitment Resources](http://www.pa-interbranchcommission.com/_pdfs/InterbranchDiversityResourceGuide.pdf) by the [Equal Opportunity and Diversity Committee at Pennsylvania Interbranch Commission for Gender, Racial, and Ethnic Fairness](http://www.pa-interbranchcommission.com/#:~:text=Established%20in%20January%202005%2C%20the,justice%20in%20Pennsylvania's%20court%20system.)

* Target sources where diverse candidates congregate
	+ Online and offline groups – will require some research of your geographical location and what groups are around (below are a few examples of what is out there):
		- [Asian American Chamber of Commerce of Greater Philadelphia (AACCGP)](https://globalphiladelphia.org/organizations/asian-american-chamber-commerce)
		- [African American Chamber of Commerce of Central PA](http://aacccp.org/?fbclid=IwAR0a3lQKwj8QrMiC0v14_61sOc20Kr_GeRm18V4nYlQRGflUMYF0rgGBxTY)
		- [Greater Philadelphia Hispanic Chamber of Commerce](https://www.philahispanicchamber.org/)
		- [Keystone Business Alliance](http://www.cpglcc.org/) | [Job Board](http://www.cpglcc.org/Job-Postings)

[12 Ways to Recruit for a Diverse Workforce](https://blog.recruitee.com/diversity-recruiting-strategy/) by [recruitee](https://recruitee.com/)

[Diversity, Equity, and Inclusion](https://www.centerfornonprofitexcellence.org/resources/diversity-equity-inclusion) by [Center for Nonprofit Excellence](https://www.centerfornonprofitexcellence.org/)

[A Diverse Workforce](https://www.psu.edu/dept/aaoffice/pdf/guidelines.pdf) by [Penn State](https://www.psu.edu/)

[Recruiting for Diversity](https://hr.fas.harvard.edu/files/fas-hr/files/recruiting_for_diversity_9.17.13_0.pdf) by [Harvard University](https://www.harvard.edu/)

**Post job opportunities on historically black universities websites:**

* [Lincoln University](https://www.lincoln.edu/alumni-friends)
* [Cheyney University of Pennsylvania](https://cheyney.edu/for-alumni/)

**Post job listing on a job board website specifically designed to promote diversity:**

* [DiversityWorking.com](https://www.diversityworking.com/)
* [Keystone Business Alliance Job Board](http://www.cpglcc.org/Job-Postings)

**Tips**

* Develop a hiring strategy to make your workforce resemble the community you operate in.
* Ask existing employees for referrals.
* Talk to community organizations to help find candidates.
* Provide diversity training in your workplace.