

DIVERSITY DIALOGUES

SESSION THREE TAKEAWAYS

Topic: Creating “wow” recruiting and retention experiences

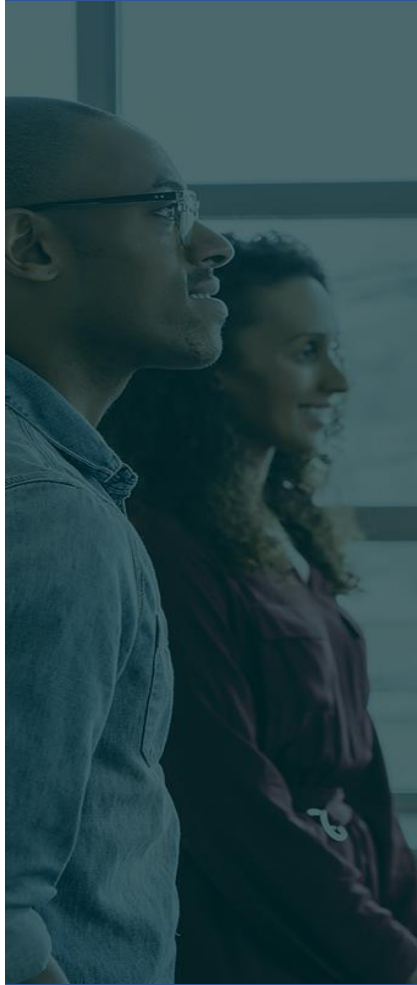
Takeaways:

- Have a consistent process for passing along the information of high potential candidates to senior leadership. Ensure multiple people are aware of strong candidates to maximize their exposure.
- Have senior leadership reach out to high potential candidates directly. Many times, younger candidates may have never spoken to a President or EVP before and it makes a lasting impression.
- Ask candidates if they have any concerns about working for the organization and address those concerns head on with empathy and honesty.
- If there is a strong candidate, but no open positions, think outside the box to find a way to add them to staff.
- Follow through on commitments to employees regarding opportunities to develop and timelines for growth. If something changes, talk to the employee as soon as possible to let them know of the change.

Topic: Finding and fostering diversity in small towns

Takeaways:

- Connect with talented high school students through scholarship and mentorship programs.
- Support local schools and participate in their events maximizing opportunities to meet the families of diverse students.
- Stay in touch with diverse talent as they leave for school and progress through college. When possible, offer them summer jobs (regular or internships) to entice them to return to a small town.
- Know the community’s reputation and be prepared to address any negative assumptions when talking to diverse candidates and customers. Demonstrate through actions, websites and social media how the bank is working to embrace DEI.
- Build inclusion around all levels of diversity. If there is minimal “natural” diversity in a small town, there will still be diversity at the nurture and knowledge levels. Have conversations around those differences, learn to understand and value those differences. This will create a culture of inclusion that will help the transition of “naturally” diverse candidates into the community and the bank.



Building a foundation of trust and understanding from our similarities while embracing and valuing our differences!

Members with topic suggestions, panelist suggestions or questions regarding the series can contact Stephanie Watson swatson@ohiobankersleague.com.