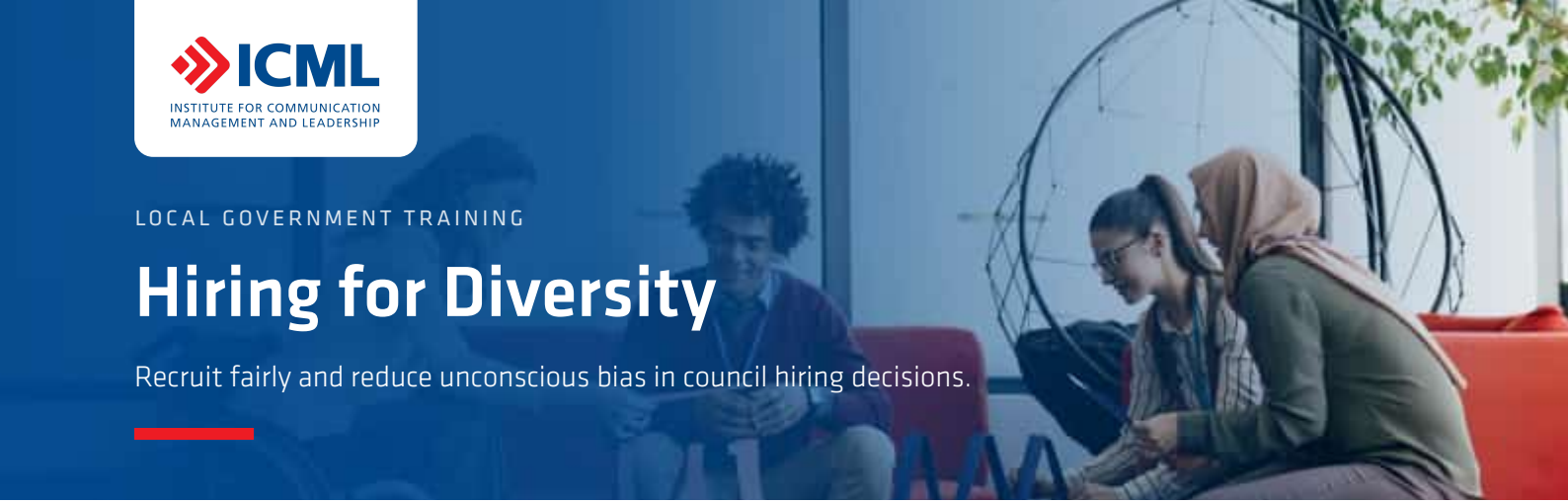
ICML
INSTITUTE FOR COMMUNICATION MANAGEMENT AND LEADERSHIP



LOCAL GOVERNMENT TRAINING

Hiring for Diversity

Recruit fairly and reduce unconscious bias in council hiring decisions.

WHO IT'S FOR

Council hiring managers who recruit and select new staff.

DURATION

3 hours, or tailored to your needs

FORMAT

On-site: we come to you, virtual or hybrid.

PARTICIPANTS WILL DEVELOP THE SKILLS TO

- Explain why diversity in recruitment matters to your council
- Spot where unconscious bias enters each step of hiring
- Write inclusive job ads that attract a wider range of applicants
- Shortlist fairly using agreed selection criteria
- Interview and assess every candidate on the same basis
- Make hiring decisions that are fair, evidence-based and explainable

ABOUT THIS PROGRAM

Our hiring for diversity training for councils starts from a simple point: how a role is advertised, shortlisted and interviewed shapes who joins your team. Job ads attract the same applicants, shortlists favour familiar profiles and interviews reward similarity, so a workforce can drift away from the community it serves. Participants learn why diversity in recruitment matters, spot where unconscious bias enters each step of hiring and apply practical changes to ads, shortlisting, interviews and decisions in their own recruitment.

Tailored to your organisation

We build in your council's recruitment process, workforce profile and diversity commitments, and the roles you recruit for, so the learning fits how your council hires.

Talk to us about this program

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Enquire online