

# INCLUSIVE RECRUITMENT AT WORK

## HOW TO TAP INTO AUSTRALIA'S OVERLOOKED AND UNDERLEVERAGED TALENT

DIVERSITY COUNCIL AUSTRALIA

PROJECT SPONSOR:

Jobsbank

## AUSTRALIA'S GOT TALENT AND THERE'S A MUCH BETTER WAY TO FIND IT!



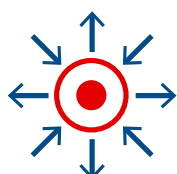
**31%**

of Australian organisations say they **can't find workers** to fill jobs.<sup>1</sup>



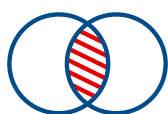
**3,000,000**

Australians are **looking for work** or want more work.<sup>2</sup>



These people are capable, talented, and willing but overlooked by employers. They are **most likely to be from marginalised groups** including:<sup>3</sup>

- Aboriginal and/or Torres Strait Islander people
- Culturally and/or racially marginalised people
- Carers (of young children and sole parents)
- People from lower social class
- People with disability
- Transgender people
- Older people (aged over 55)
- Younger people (aged under 25)



Australians who belong to **multiple marginalised diversity groups** are even more likely to be left off employers' radars,<sup>4</sup> particularly:

- Young people with culturally or racially marginalised backgrounds, including Aboriginal and/or Torres Strait Islander youth
- Women with caring responsibilities who are younger (under 25)
- Men with disability who are older (over 55)

## SAY HI TO INCLUSIVE RECRUITMENT!

A great tool for employers, changing the way you do recruitment and making a positive difference to more workers and workplaces along the way.

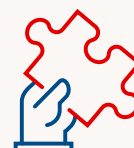
DCA defines inclusive recruitment as hiring practices that:



**value diversity**



**are bias free, and**



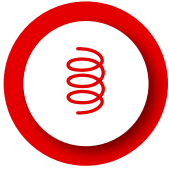
**enable a diversity of talent to be sourced, assessed, selected, and appointed**

# DCA'S 5 GUIDING PRINCIPLES FOR INCLUSIVE RECRUITMENT



## PRINCIPLE 1: Focus on fair treatment, not same treatment

The best way to be equitable and inclusive is to focus on treating people fairly rather than treating everyone the same. Treating people fairly requires us recognising that people have different needs.



## PRINCIPLE 2: Be flexible – not everyone has the same resources or support

Check for accessibility at each recruitment stage to ensure your hiring processes are fair for all job seekers. Be flexible and consider adapting recruitment processes for different needs. This recognises that not everyone has the same resources and support.



## PRINCIPLE 3: Approach “merit” with caution, because it is subjective

We need to challenge how we define and assess merit for bias, to make sure that it is open to including a diversity of talent. We often rely on the ideal of merit to guarantee fairness, equity and inclusion in recruitment (e.g. “we only hire on merit”). In theory it should work, but in practice what seems to be an objective process – looking at skill and experience – is often subjective, prone to bias and can amplify inequality. By challenging what the most meritorious or best applicant is, we can avoid falling into this trap by unlocking Australia’s wider pool of talent.



## PRINCIPLE 4: Listen to and learn from people with lived experiences of bias and marginalisation

Employees from overlooked and underleveraged talent pools are well placed to identify and advise on how to make recruitment more inclusive. They have first-hand experience of biased recruitment and can advise on how to make recruitment more inclusive and bring in more talent from marginalised groups.



## PRINCIPLE 5: Remember today’s dream employee may have been last month’s “imperfect” candidate

Candidates may simply come in a different shape or work in a different way from what you are used to. Different from what you anticipated doesn’t mean deficit, it could be an opportunity to work differently/creatively or in unexpected ways.

### FIND OUT MORE

To access more resources about Inclusive Recruitment, including a framework for action for Australian organisations go to [www.dca.org.au](http://www.dca.org.au).

1. Australian Bureau of Statistics (ABS), *Business Conditions and Sentiments: Insights into Australian business conditions and sentiments June 2022*, <https://www.abs.gov.au/statistics/economy/business-indicators/business-conditions-and-sentiments/latest-release>.
2. This number has hovered around 3 million for the past 7 years (2015-2021) with a slight peak in 2021 due to Covid-19. (M. Bruce, “The One Million Australians Forgotten in the Unemployment Statistics”).
3. Our claims here are made on the basis of a review of ABS’s labour force data (accessed in February 2022). Please see Full Report for findings and research method.
4. Australian Bureau of Statistics, “Labour Force, Australia”, January 2022.