

## **Goodwill of the Olympics & Rainier Region: Policy Manual**

### **Human Resources Policy 7.39 – Employee Recruitment**

#### **Policy Purpose:**

Goodwill of the Olympics & Rainier Region is committed to becoming an anti-racist organization and advancing diversity, equity, and inclusion for all. This commitment is foundational to our ability to realize our vision alongside community partners and deliver our mission to all we serve.

- *Our Vision is that every person has the opportunity to learn, work, and thrive in all aspects of life.*
- *Our Mission is to help people reach their fullest potential through education, job placement, and career pathway services made possible by community donations, purchases, and partnerships.*

This commitment is also fully aligned with our CARES Values to **Champion Diversity, Act with Integrity & Gratitude, Respect Everyone, Educate & Serve with Compassion, and Strive for Excellence.**

#### **Policy Provisions:**

The integration of this commitment should be present at all stages of the employee hiring processes. The following outlines culturally responsive recruiting, sourcing, and interview requirements to be fulfilled in the selection process.

All job openings will be posted across diverse groups through accessible channels and with a variety of community stakeholders, including but not limited to organizations that focus on culturally diverse segments of our population.

All recruiting efforts for salaried positions will continue until we have women, men, and people of color as candidates in the interview slate or until we are confident that we have a diverse applicant pool for the position in question, in which case the Talent Acquisition Manager will determine if we have a diverse applicant pool.

All candidates interviewed for salaried positions by more than one employee, either as a panel or as individual interviews, must be interviewed by at least one woman and one person of color.

#### **Authority:**

The CEO and his/her designee has the authority and responsibility to carry out this policy.

#### **Approval:**

CEO:

November 29, 2019

Edited and reapproved June 8, 2020