

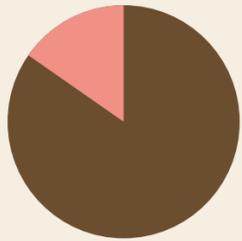
# We're not that hard to find: Hiring Diverse Museum Staff

How to implement change in your museum and identify a pipeline of diverse employees



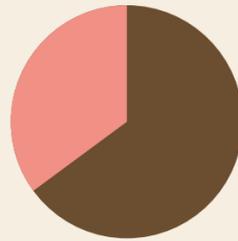
## WHY?

## BENEFITS OF DIVERSITY



**15%**

**Gender diverse** companies are 15% more likely to outperform competitors.



**35%**

Those that are **ethnically diverse** are 35% more likely to outperform.

Source: McKinsey Foundation

## HOW?

## THE PROCESS OF CHANGE

### 1 INTENTION

What do you want to accomplish? And why?

### 2 COMMITMENT

How committed are you to change?

### 3 ACTION

Do your actions reflect your commitment to your stated goals?

## FINDING THE CANDIDATES



### Partner with Educational Institutions

Schools can create a pipeline of staff from non-traditional fields – accounting, sciences, marketing in addition to history and education.



### Learn to Read a Résumé

Look beyond job titles for clues that applicants have valuable skills.



### Create Mentorship Relationships Among Staff

Reciprocal activity can be a learning experience for everyone involved.



### Get Staff Involved

Encourage your diverse staff to participate in the process of finding candidates.



### Prefer Paid Internships Over Non-Paid

Paid internships make entry into an industry easier for people of all socio-economic backgrounds.



### Cultivate Relationships with the Community

Cultivate relationships within your community. The next great hire might be right around the corner.



### Maintain Access to Leadership Training

Today, a clerk, tomorrow a CEO. Make training opportunities available to all.



### Create an Environment for Experimentation

Encourage staff to try new methods or hire unconventional candidates, accepting that it won't always be a success.



### Access Existing Pools of Candidates

Reach out to organizations with a full roster of diverse job seekers.

This infographic is a summary of the article “We’re Not the Hard to Find: Hiring Diverse Museum Staff” featured in the January/February 2017 edition of *Museum* magazine, produced by the American Alliance of Museums, written by Joy Bailey-Bryant, Managing Director U.S. at Lord Cultural Resources. Research by Rebecca Frerotte.

[READ THE FULL ARTICLE HERE](#)

**Bringing on diverse staff members is a question of strategic planning. We can help!**

We will work with you to develop a roadmap toward a more diverse and effective workforce, identify measurable goals, and establish systems that will motivate your staff to work toward those successes. Contact us to know more.

[www.lord.ca](http://www.lord.ca) [info@lord.ca](mailto:info@lord.ca)



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