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Suggestions for Using the “Creative-Cultural-Networking Checklist”

Objectives:

- Offer suggestions about various places to expand contacts and gain greater access to a pluralistic workforce
- Assess current outreach efforts

Intended Audience:

- HR professional or manager in charge of hiring and promoting
- Affirmative action officers in charge of hiring and promoting
- External consultants specializing in diversity management who want to expand their network
- Managers whose responsibility it is to recruit

Processing the Activity:

- Have participants check the responses they are currently engaged in. See what activities are not being covered by the group; then determine what efforts need to be made.
- The facilitator can take each item, one at a time, and see who is doing what. Areas ripe for exploration will emerge in the discussion.

Questions for Discussion:

- How many of you are involved in item number ____ (pick any number)?
- What have been your results?
- What makes this work well?
- Are there things that might make this strategy more effective?
- Where should we put our energy as a group?
- Let's define commitment more specifically. Where are you willing to put your energy?

Caveats, Considerations, and Variations:

- This can be very effective as a tool for individuals. Vice presidents of HR may want to share it with appropriate people on an as-needed basis.

To give you a little extra help, the following section presents some networking tips. If followed, they will pay big dividends when you need help in the find, hire, or promotion stages.