



Division of  
Equity and Inclusion

SHOWCASE  
OREGON

ACTIVATING

THE  
IDEAL  
FRAMEWORK

## Information Services

### "Recruiting a Diverse IT Workforce"

#### Going Well:

By enhancing the recruitment avenues we have been able to recruit diverse applicants.



#### Project Description:

Information Services has made an effort to attract and recruit diverse applicants for our open positions. By creating a recruitment plan and targeting diverse advertisement channels we hope to include a more diverse population within our department to help expand, grow and innovate IT.



#### Lesson Learned:

The lesson we have learned is each recruitment is different and a one size fits all isn't always the answer. Special recruitment channels may need to be used to reach the desired audience.



#### Challenge:

One key challenge is identifying specific recruitment avenues for specific positions.

