



Episode 272: Inclusive Recruiting Means Finding the Best Talent Available with Amie Fox Discussion Starter

Use this guide to spark conversations
with your HR team

1. Inclusive recruitment at its core is simply removing barriers so the best-skilled candidate can move through the process without obstruction. Where in our hiring process are we most likely creating unintentional barriers we haven't examined?

2. The average cost of a reasonable accommodation in the US is around \$300, and government funding through state and county workforce boards can offset even that. How much is cost assumption, rather than actual cost, driving our hesitation around accommodation requests?

3. Skills-based hiring reduces discrimination by anchoring evaluation to what candidates can actually do rather than credential proxies. How well do our current job descriptions and screening tools distinguish between what's truly required and what's just familiar?

4. Onboarding begins the moment an offer is accepted, not on day one – and the silence between offer and start date is a missed opportunity to build connection and set accommodations in place. What does our pre-start communication process look like, and are accommodations being arranged before the employee walks in the door?



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