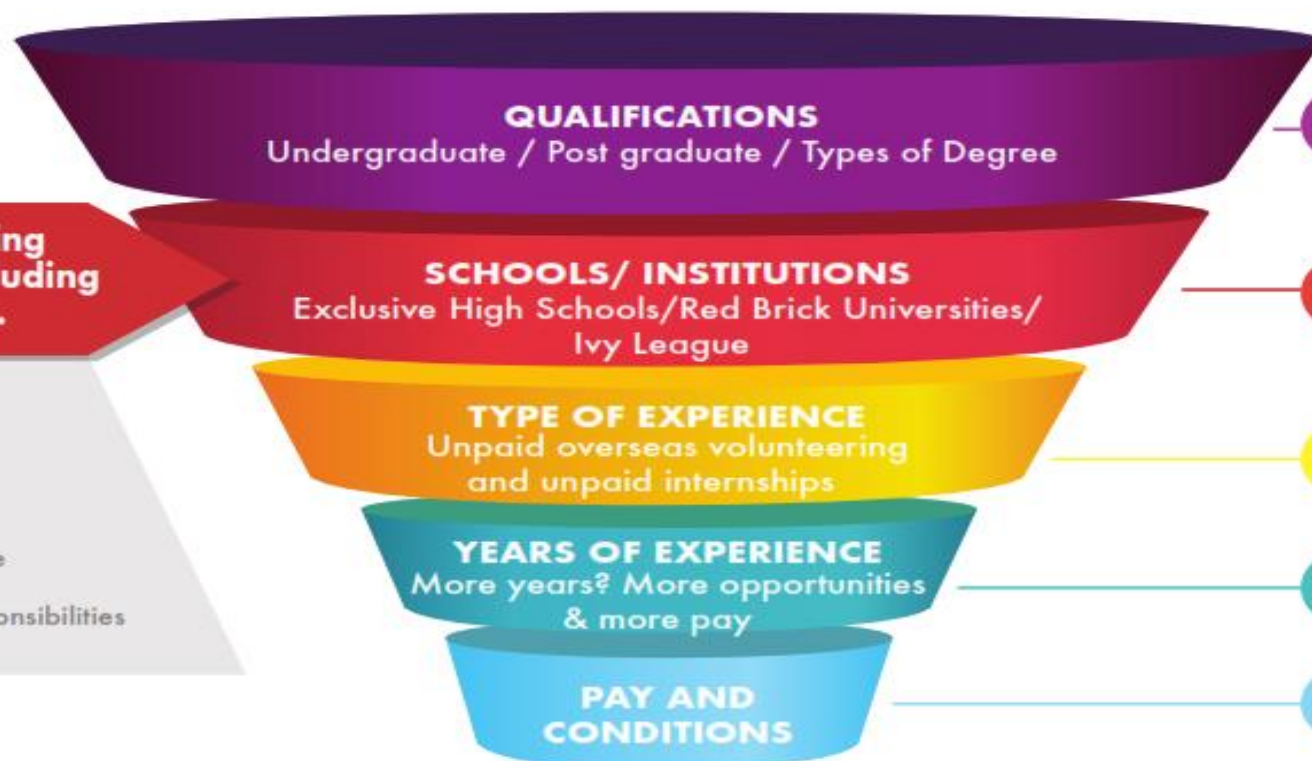


# Diversifying Talent in Aid and Development



## Current approaches leaving many people behind, including (but not limited to).....

- Locally Engaged Staff / In country nationals
- Indigenous people
- Working Class
- Women
- Disabled People
- Black and Minority Ethnic People
- Lone parents
- People with family / caring responsibilities
- Younger people

## What can we do differently?

- Adopt approaches that test capability and potential
- Consider importance of transferrable skills
- Consider non traditional applicants with non traditional qualifications
- Targeted outreach with alternative types of institutions and learning pathways
- Training on unconscious bias and blind recruitment methods
- Blind recruitment methods to help reduce unconscious bias
- Introduce targeted accessible paid internship programs
- Consider experience gained at home comparable with that gained overseas
- Focus on competency and potential rather than years of experience
- Offer entry levels salary which enable people to self support
- Offer additional financial support to candidates in need

## If we keep doing things the same way we will...

- Attract the same people and get the same results
  - Lock out diverse talent
- Miss out on opportunities to harness the potential of diversity to maximise outcomes for the communities we work with