

## **Diverse Recruitment**

The most impactful way to combat anti-racism in the workplace is to show a diverse leadership team and provide a strong example of a diverse talent pool of employees. In order to achieve this, you need to put diversity at the forefront of your recruitment process. It is possible to state in job advertisements that you encourage people from more diverse backgrounds, and this won't contravene any elements of the Equality Act.

You should try to create a diverse recruitment panel which will help to provide a balanced view in the interview room. This will also help show potential candidates that you are a company that takes diversity seriously and this in turn will make for a more welcoming environment where an interviewee could thrive.

**Remember that lived experience is often better than education and by broadening your search criteria, you might just find the perfect candidate.**