

MIDD Advisory Committee Equity Focus

Consider Your Organization's
Hiring Practices



Tip 1:

Remove personal details that refer to the applicant's gender, age, home address, or ethnicity



Tip 2:

Add a message about organization's commitment to diversity, equity, and inclusion to the job announcement

“We as an organization care deeply about diversity and inclusion, and we are seeking to diversify our team to better serve the Snoqualmie Valley community.”



Tip 3:

Invite applications/resumes from those who might be a good fit.

Research shows that while men apply to jobs when they meet an average of 60% of the criteria, women and other marginalized folks tend to only apply when they check every box. If you think you might be a good fit for the role, but don't necessarily meet every single point on the job description, please still apply! We'd love to learn more about you!

