

ASSOCIATION OF CATHOLIC PUBLISHERS

RECRUITING DIVERSE TALENT

AS AUTHORS AND EDITORS

5 QUESTIONS TO TAKE BACK TO YOUR ORGANIZATION

1. How is our organization actively prioritizing diversity, equity, and inclusion? If we aren't doing our best, how can we improve?
2. How open are we to offering flexible working options?
3. How can we use the principles of Catholic social teaching to become a more equitable and inclusive organization?
4. What do we offer to authors and employees of diverse backgrounds? Why do people want to write for us, publish with us, and work for us?
5. What are the barriers in our organization to recruiting diverse talent and being more inclusive? How can we remove them?





IDEAS FOR CHANGE

Easy - Look at Your People

- Who is there? What kind of diversity is represented? How do you grow their skills and cultural competencies or support them through contractors?
 - Think about open calls for hiring and freelancing
 - Recruiting through organizations which assist with diverse recruitment as people move on, retire, etc.
-



Medium - Make Time for Discussion

- Have a morning or in-house professional development day set aside to discuss and plan for diversity
 - Have a monthly book club discussion of a book on DEI or by an author outside of your represented groups
-

Hard - Go All In

- Do a full assessment of your acquisitions, operations, and marketing. You might bring in a trained consultant if you don't feel skilled to undertake it in-house.