

RACIAL EQUITY HIRING GUIDELINES



Racial equity has been a longstanding value of The Saint Paul Foundation and Minnesota Community Foundation, and many other Minnesota Philanthropy Partners affiliates. Throughout our organizational histories, we have strived to create a racially equitable Minnesota.

The board of The Saint Paul Foundation and Minnesota Community Foundation adopted a racial equity framework in October 2013 that deepens our organizations' commitment to racial equity and infuses this approach in all of our roles as community foundations.

As part of our racial equity framework, we commit to employing a racially diverse workforce. From the composition of our board to our staff to our grantmaking, we will invest in efforts that attract, retain and grow racially diverse talent — for our organization and across Minnesota. A racially diverse workforce prepares all of us for new and changing cultural contexts — and ensures that our words match our actions.

Decisions made in the hiring process will have a long-term impact on the racial and gender composition of the Foundations, and they will further our commitment to modeling internal and external leadership in addressing racial disparities.

In 2012, the organizations set an equity-focused hiring aspiration after concluding that the numbers of people of color and men employed by the Foundations had not changed significantly in the preceding five years, despite some attempts to improve our racial and gender demographics.

Our Aspiration

By the end of 2014, we aspire to work even more diligently to increase the racial and ethnic composition of our staff by 10 percent in all functional areas. We aspire to have the organization ready to hire a person of color into a senior leadership position. We value inclusivity and will work to mindfully recognize differences and fill other gaps as they become apparent.

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Assessing and Questioning Candidates for Employment

The following equity assessment questions are offered as a guide for hiring managers. Hiring managers in every department are encouraged to consider these questions in an effort to meet our aspirations for staff composition.

1. What support do you need to ensure your hiring decision is successful in addressing racial and gender disparities?
2. Has a diligent and good faith effort been made to include a diverse candidate pool from which to find potential hires?
3. Does the proposed hire embody the qualities (versus qualifications) of a successful candidate for this position?
4. Have you considered the broader value a candidate will contribute to the Foundations versus a perceived expectation that the candidate will “hit the ground running”?
5. How does the proposed hire impact the racial and gender composition of the Foundations?*
6. How does the proposed hire support and advance the Foundations’ racial equity aspirations?
7. If your hiring decision will not advance the Foundations’ racial equity aspirations, what future alternatives can you explore?

**Race and gender should be at the center, but we can also take into account other forms of diversity (age, disability status, sexual orientation, economic status).*

Recommended interview questions to assess cultural competency:

1. How has your culture influenced you? (Listen to see if the candidate is aware of their cultural influences and how it has shaped their perspective.)
2. How do you see yourself contributing to the Foundations’ effort toward cultural competency? (Listen to see if the candidate has past experiences that will add to or enhance the Foundations’ efforts.)
3. Please describe a situation in which you worked on a project with people who were from cultural backgrounds other than your own. What was challenging for you in this work? What did you do to make your work together successful?