



## Equitable Hiring Practices: Did you know?

by Floyd Keith, Director of Racial and Social Justice

Embracing diversity and inclusion in the workplace has beneficial outcomes, such as improving productivity and enhancing the ability to maneuver in an increasingly complex and diverse environment. Additionally, inclusion provides an organization with diverse and varied capabilities and skills that allow companies to reach their full potential as it relates to a shared mission, vision, or goals.

Research tells us that diversity and inclusion are *Good Business* for the following reasons:

- Increases staff retention and productivity.
- Enhances responsiveness to an increasingly diverse world of customers.
- Increases the organization's ability to cope with ongoing change.
- Improves relations with the surrounding communities.
- Expands the creativity of the organization.

My experience regarding hiring practices has taught me two important facts: established relationships are valuable in the recommendation of potential candidates, and being comfortable with the hired candidate is paramount. While relationships and comfort levels have multiple layers of determinants, I developed a hiring process that works effectively for employers.

The five essential elements of the hiring process serve as the guidelines for achieving the goal of increasing diversity and inclusion within an organization. It is about the process first, then the hire. Following the framework of these core principles will produce desired results if implemented and adhered to.

- Number of direct communications with a diversity resource regarding candidates
- Number of diverse people on the search committee/total people on the committee
- Number of diverse candidates provided an official interview/total number of official interviews
- Reasonable timeframe for the search and hiring process to conclude
- Adherence to human resource hiring policies

As advocates for diversity, YWCA feels a sense of responsibility to deepen the appreciation for the advantages of a diverse workforce. Research tells us that diverse companies are likely to be more profitable, more likely to be collaborative and engaged, will improve value creation, and are 15% more likely to out-perform industry returns.

## 2023 Racial Justice Challenge: You are invited to accept the Challenge!

From April 17 to May 15, 2023, YWCA is promoting our annual free 21-Day [Racial Justice Challenge](#). This year's theme is "Until Justice Just Is." This initiative is designed to create dedicated time and space to build more effective social justice habits, particularly those dealing with issues of race, power, privilege and leadership.

The byproduct of the Challenge is fostering personal reflections, encouraging social responsibilities, and serving to motivate individuals to identify and act on ways to dismantle racism and other forms of discrimination.

For 21 days, articles, podcasts and videos will provide insights in how institutional racism affects the following 4 topics:

**Housing |** The topic of redlining will be discussed with regard to access for housing and how racism, homophobia and transphobia have influenced homelessness and its criminalization.

**Disability |** Exploring the history of eugenics, the Disability Rights Movement, the intersectionality of race, gender and disability as well as the impact of COVID-19 on those with differing abilities.

**Mental Health |** Taking a deeper dive into the disparate affects upon people of color and LGBTQ+ folks having higher rates of some disorders and facing higher barriers to accessing care.

**Music |** Discover the legacy of musician activists, racism in the music industry, cultural appropriation, and how music pushes against gender stereotypes and access to music education.

Sign up for the [Racial Justice Challenge here](#).



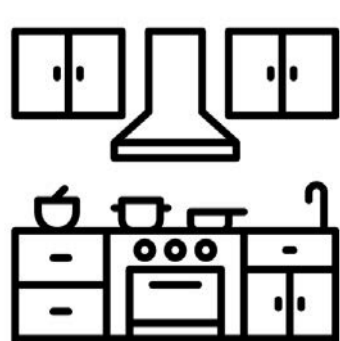
## Clay Bowl is Back!

**It's time to purchase your tickets for Greater Lafayette's premier lunchtime event, Clay Bowl Giving Project!**

A remarkable display of creativity and compassion, Clay Bowl Giving Project is YWCA Greater Lafayette's spring fundraiser. Now in its 19th year, the Greater Lafayette Clay Guild is back with an astounding array of handmade bowls - and you get to choose your own to take with you!

We are excited to announce that this year, we are collaborating with the [Greater Lafayette Career Academy](#) to have them cater our lunch! Join us from 11:00 a.m. - 1:30 p.m. on April 26 for a delicious lunch, networking, and the opportunity to select your very own handmade bowl. Tickets are \$30 if purchased online before the event and \$35 at the door. A carry-out option is available. Additional bowls will be available for purchase at the event for \$20 each.

[Visit the Clay Bowl website for more information and to purchase tickets.](#) All proceeds from this event go directly to support the programs and services of YWCA Greater Lafayette.



## SHARED KITCHEN SPOTLIGHT

We are so happy to introduce one of our new shared kitchen clients, Rollin' in Dough! Rollin' in Dough is owned by Kristie Stalbaum who makes some of the best handmade, made-to-order pizza around. They use only the finest ingredients like flour and sauce imported from Italy. Check out [Rollin' in Dough's Facebook page](#) for the location of their mobile pizza truck, and grab yourself a wood-fired treat!



### Youth Voice Day April 15

Youth voices are powerful tools that can be harnessed to spark change and create meaningful impact.

Tippecanoe County and the YWCA of Greater Lafayette are joining forces with [ProAct Indy](#), a pioneering critical service-learning organization helping youth, individuals, teams, and organizations move from the default self-focus of an inward mindset to the results-focus of an outward mindset.

Take advantage of this chance to be part of the conversation of building a better tomorrow - today - for Greater Lafayette!

This event is open to ALL students in the Greater Lafayette community, ages 12-18, who have a passion for creating a welcoming, diverse, and inclusive community. [Space is limited, so get your ticket today!](#)

# YOUR IMPACT

*When one of our Domestic Violence clients succeeds, we all do. Your support of YWCA Greater Lafayette helps to ensure the future of the work we do. Stories like this are the reason we show up every day:*

From an Advocate: "A client scheduled an appointment for an upcoming court date where she and her children will face her abuser. While we were able to outfit her in the boutique, her children also needed outfits and shoes. Dress for Success partnered with DVIPP to purchase clothing and shoes for the children. Here we are, meeting people where they are and finding ways to support them in survivorship and life."

*With your generosity, we can help even more women and children have the safe, stable lives they deserve. Give your gift today!*

[Donate](#)

### YWCA Around Town

We "Marched" right on through this last month with these events!



[ProAct Indy](#) partnered with YWCA to host the Tippecanoe County Outward Inclusion Kickoff. This workshop helped attendees to implement and sustain inclusion practices in our community. More ProAct Indy events will be coming soon!

YWCA hosted a resource fair put on by the ARC of Tippecanoe County and Oasis Community. We had an awesome group of 45 vendors with resources for special-needs folks in our communities.



Ashley and Bree were invited to speak at the Frankfort Zonta meeting. The attendees were very engaged and asked some great questions. [Zonta International](#) is dedicated to improving the lives of women and girls across the globe.



YWCA Greater Lafayette was able to honor our agency-wide volunteer Monique Noll at the [United Way](#) Volunteer Luncheon! Monique takes care of our landscaping by pulling weeds, cleaning areas, raking leaves, getting dirty and sweaty....all with a warm smile and inspiring soul.



Nohemi addressed the Clinton County Social Service Agencies and the Warren County Social Service group, and attended the Carroll County Youth Summit meeting. Nohemi is always busy!



Bree braved the windy weather at the Clinton County proclamation for Sexual Assault Awareness Month.

## Join us for a celebration!

After a great deal of hard work, YWCA Greater Lafayette has earned it's official Rape Crisis Center designation! Join us at 11:00 on April 17 as we celebrate this milestone with a ribbon-cutting ceremony. As the only designated Rape Crisis Center in western central Indiana, this is a vital piece of the puzzle when it comes to supporting sexual assault survivors.

Come gather with local dignitaries, officials, community partners, and others as we spread the word about this new resource for Greater Lafayette and the surrounding counties!

## CURRENT ASSOCIATION AND SHELTER NEEDS

YWCA Greater Lafayette welcomes donations, and we accept a wide variety of items to help keep our buildings maintained and our programs and services impactful. Please visit the [Shelter and Association Needs](#) page for more information regarding donations and a current list of needs, or shop our [Amazon Wishlist!](#)

**Urgent needs this month include:**

- Box fans
- Paper plates, cups, and forks
- Full-size body wash
- Deodorant
- Razors
- Laundry soap (five-gallon buckets preferred), softener, and dryer sheets
- Coats (all sizes)
- Winter gloves

### Upcoming Events

[April 15 - Youth Voice Day](#)  
[April 17 - Racial Justice Challenge - sign up here](#)  
[April 26 - Clay Bowl Giving Project - purchase tickets here](#)  
[June 22 - Salute to Women](#)

*YWCA Greater Lafayette is on a mission! For almost a century we have been the leader in serving our community as we work to eliminate racism and empower women. Your gift will help support ongoing programs focused on protecting and promoting dignity, peace, justice, and freedom for women and families within the Greater Lafayette community and throughout Indiana's central region. We simply could not do this important work without you! Give today and change tomorrow!*

[Make a Donation](#)

