



Employer Guide

Promoting Inclusive Recruitment in the Active Industry Workforce

This brief guide focuses on fostering diversity and inclusion within Queensland's Active Industry workforce. The guide can help create a diverse, inclusive workforce in Queensland's Active Industry while aligning with global best practices for equitable recruitment.

Inclusive hiring practices

Role structuring and job adverts

Clearly specifying behaviors and competencies required for roles, avoiding vague or subjective terms like "natural leader." This clarity helps attract candidates from diverse backgrounds by focusing on demonstrable skills rather than personality traits.?

Removing biased language from job adverts using tools like language decoders to avoid gendered or stereotype-based wording. For instance, terms like "ambitious" or "decisive" may deter some candidates. Ensuring balanced language increases accessibility to marginalised groups.



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Practices to attract diverse candidates

It is recommended practice to proactively reach out to underrepresented groups through partnerships with community organisations and targeted outreach campaigns.

Highlighting inclusive workplace values in recruitment materials to attract candidates who prioritise diversity and equity.?

Selection process

An ideal selection process needs to adopt structured and objective interview processes to minimise unconscious bias. For example, standardised scoring systems can ensure fairness in evaluating candidates.

Training hiring managers on legal and ethical obligations related to equality and on techniques for bias reduction.

Inclusion in the workplace

This can be achieved by fostering an inclusive environment where employees feel valued and supported. Inclusion extends beyond hiring to ensure all team members thrive and contribute fully.

Also, providing opportunities for diverse employees to share feedback and experiences is necessary to continuously improve workplace practices.

Progress monitoring and reporting

It is recommended to implement systems to track workforce demographics and inclusion metrics. Regular reporting on diversity goals can help measure progress and identify areas for improvement.



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How to tailor the practices to Active Industry

Focus on Active Industry:

Use these inclusive practices to engage with underrepresented groups such as Indigenous Australians, people with disabilities, and women in sport and recreation roles.

Embracing community partnerships:

Collaborating with local organisations can promote job opportunities and provide pathways into the Active Industry workforce.

Culture of leadership accountability:

Encouraging employers in the Active Industry to embed diversity into leadership strategies will ensure inclusion is reflected in decision-making.

