

How to decolonise recruitment

Tips for decolonising recruitment strategies and criteria

Yielding Power

- Design a recruitment strategy for white staff which prioritises the skills needed to support locally led processes (rather than prioritising technical skills). For example, prioritise:
 - Listening and understanding context.
 - Stepping back, relinquishing control, not leading, understanding when to step in and offer support and when not to.
 - Supporting others while providing them with space to develop their own ways to manage projects that fit their context.
 - Being reflective about power and leading from behind, rather than in front.
 - Exercising intuition and judgement.
 - Brokering and facilitating relationships.
 - Courage to challenge self and the sector to think and work differently.
- Design a performance management system which validates and recognises these skills, rather than valuing certainty and compliance or valuing people who always visibly lead.
- If employing a white staff member to work with a local team, facilitate a process to allow the team to express their expectations for that person's professional behaviours, leadership style, and effective facilitation of decolonisation and locally led processes. Establish this set of expectations as part of the metrics for monitoring performance.

Wielding Power

- Undertake conscious recruitment of black and brown staff with the necessary relational and political economy navigation skills.
- Frame recruitment questions to pick up on candidates' ability to broker sustainable, equitable, broad-based partnerships; building coalitions; holding or developing deep contextual understanding; and using this understanding to ensure the work is owned, driven, and led by local stakeholders and is demand rather than supply driven.