

**NEXT MEETING**

**Wednesday March 26th at 1pm.**

**Topic:**

**“Talent Acquisition Challenges”**

**MARCH 2025 NEWSLETTER**

**The Belonging Builder Playbook**

* **In January, we completed Chapter 1: Employee Retention and Turnover Costs.**
* **In February, we completed Chapter 2 and how to create a sense of belonging.**

**Some of the challenges we will be discussing related to Talent Acquisition include:**

* **Unconscious Bias** – Hiring decisions may favor “culture fit” over diversity.
* **Limited Diverse Candidate Pools** – Traditional recruitment methods may exclude underrepresented talent.
* **Resistance to DEIB** – Some hiring managers may view inclusive hiring as preferential treatment.
* **Inconsistent Hiring Practices** – Lack of standardized DEI frameworks leads to gaps in belonging.
* **Weak Employer Branding** – If inclusion isn’t visible, diverse candidates may not apply.
* **Limited Leadership Buy-In** – Without executive support, efforts may stall.
* **Onboarding Gaps** – Poor integration leads to early turnover.
* **Short-Term Focus** – Treating DEI as a trend rather than a long-term commitment



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Overcoming challenges in Talent Acquisition isn't just about finding the right people for the job—it's about cultivating a workplace culture that fosters inclusivity, collaboration, and innovation. This means creating an environment where diverse talents feel valued, supported, and empowered to contribute their unique perspectives. By focusing on employee well-being, career development opportunities, and open communication, organizations can build a foundation where everyone feels they can thrive and truly belong, driving both individual and collective success.

 **Book of the Month**

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<https://shorturl.at/aOj7c>

**“Alison Wood Brooks brings to life the science of conversation, in which she is a world expert, with the utmost warmth, empathy, and joy.”—Angela Duckworth, #1 *New York Times* bestselling author of *Grit***



All of us can struggle with difficult conversations, but we’re often not very good at the easy ones either. Though we do it all the time, Harvard professor Alison Wood Brooks argues that conversation is one of the most complex, demanding, and delicate of all human tasks, rife with possibilities for misinterpretation and misunderstanding. And yet conversations can also be a source of great joy, each one offering an opportunity to express who we are and learn who others are—to feel connected, loved, and alive.