



# Diversity, Equity & Inclusion Outreach Manager

## Overview

As the Diversity, Equity & Inclusion Outreach Manager, you will use creative sourcing techniques to identify and engage with diverse pools of talent to develop robust pipelines and resulting hires. This is including but not limited to: direct sourcing, employee referrals, job boards, professional organizations, social recruiting, job fairs, etc. You should have a real passion for and experience in recruiting diverse profiles across gender, LGBTQ, ethnic, veteran, differently abled and other types of diverse talent pools.

## Responsibilities

- Collaborate with all Milwaukee Bucks businesses (Milwaukee Bucks, Fiserv Forum, Wisconsin Herd, Bucks Gaming, Head of the Herd) to inspire and engage others in the pursuit to hire diverse experienced hires into our organization.
- Champion the Milwaukee Bucks brand and our Diversity, Equity & Inclusion initiatives including:
  - Managing and monitoring company diversity data
  - Developing new programs and practices that encourage the evolution of a diverse workforce
  - Advising and guiding DLC, leaders and all employee groups on DEI matters and staying abreast of legislation, regulation and new methodologies; recommends necessary changes to current policies where applicable.
- Provide hiring managers and the HR team with a strong slate of diverse candidates.
- Establish, nourish, and maintain diverse talent pipelines.
- Partner with the Chief Human Capital Officer and Operations Leadership Team to determine the DE&I recruiting plan and strategy.
- Source, recruit and report results against the DE&I hiring plan and strategy.
- Research and recommend partnerships, events, and tools that deliver impact and support our DE&I strategies, specifically targeting diverse audiences.
- Work directly with local community partners to establish apprenticeship programs, re-entry programs for the formerly incarcerated and hiring opportunities for differently abled individuals.
- Serve as the lead in maintaining all diversity metrics for the organization and provide reporting where necessary to the NBA and the EEOC.
- Develop and coordinate internal trainings, Lunch & Learns, round tables, discussions, etc. on cultural competence, focusing on self-awareness, attitudes and behaviors towards others and increased cultural knowledge.
- Serve as a member of the organization's Diversity Leadership Council.
- Provide support to the DLC in the organization, training and operation of Employee Resource Groups when requested.



## Qualifications

- 5-7 years of experience in recruiting or HR
- Collaborative, curious and open-minded – ready to make an impact on the organization
- Excellent verbal, written, and interpersonal communication skills
- Commitment to and passion for cultivating a diverse and inclusive workforce
- Experience in using Applicant Tracking Systems such as iCIMS
- Bachelor's degree, with an emphasis on HR or Business
- Working knowledge and understanding of HR legislation, employment law, principles, policies and procedures
- Ability to analyze data and make decisions and recommendations