

# Diversifying Student Recruitment – Reflective Guide

## Questions for YWC Facilitators

*The following questions aim to guide facilitators in critically examining and improving their selection processes to foster inclusivity and equal opportunity in youth development programs.*

### 1. Reflection on Selection Criteria:

- What are the current criteria used to select students for leadership or developmental programs?
- How might these criteria inadvertently favor certain students over others?

### 2. Exploration of Bias:

- In what ways could subconscious biases influence the selection of students for these programs?
- Can you identify any patterns or trends in the types of students who are typically selected or overlooked?

### 3. Strategies for Inclusive Recruitment:

- What strategies could be implemented to ensure a more inclusive selection process that values diverse forms of leadership and contributions?
- How can you actively engage teachers and other staff in recognizing and nominating students who may not fit the traditional leadership mold?

### 4. Feedback Mechanisms:

- How can feedback from students and teachers be utilized to improve the selection process?
- What measures can be put in place to continuously assess and refine these processes to ensure fairness and inclusivity?

### 5. Program Design Adjustments:

- Are there elements of the program that could be adapted to be more appealing or relevant to a broader range of students?
- How can the program be communicated to appeal to all students, not just those who already show leadership skills?

## 6. Monitoring and Evaluation:

- What methods can be used to monitor the effectiveness of changes made to the selection process?
- How will you measure the impact of a more diverse group of students participating in these programs on the overall educational outcomes?

## References

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