Building an Inclusive Hiring Strategy

FOR NOW AND THE FUTURE

∞ Meta

Agenda

About Me

Angelina Barretto | Director, DEI Recruiting

02 Meta's DEI Goals & Strategy

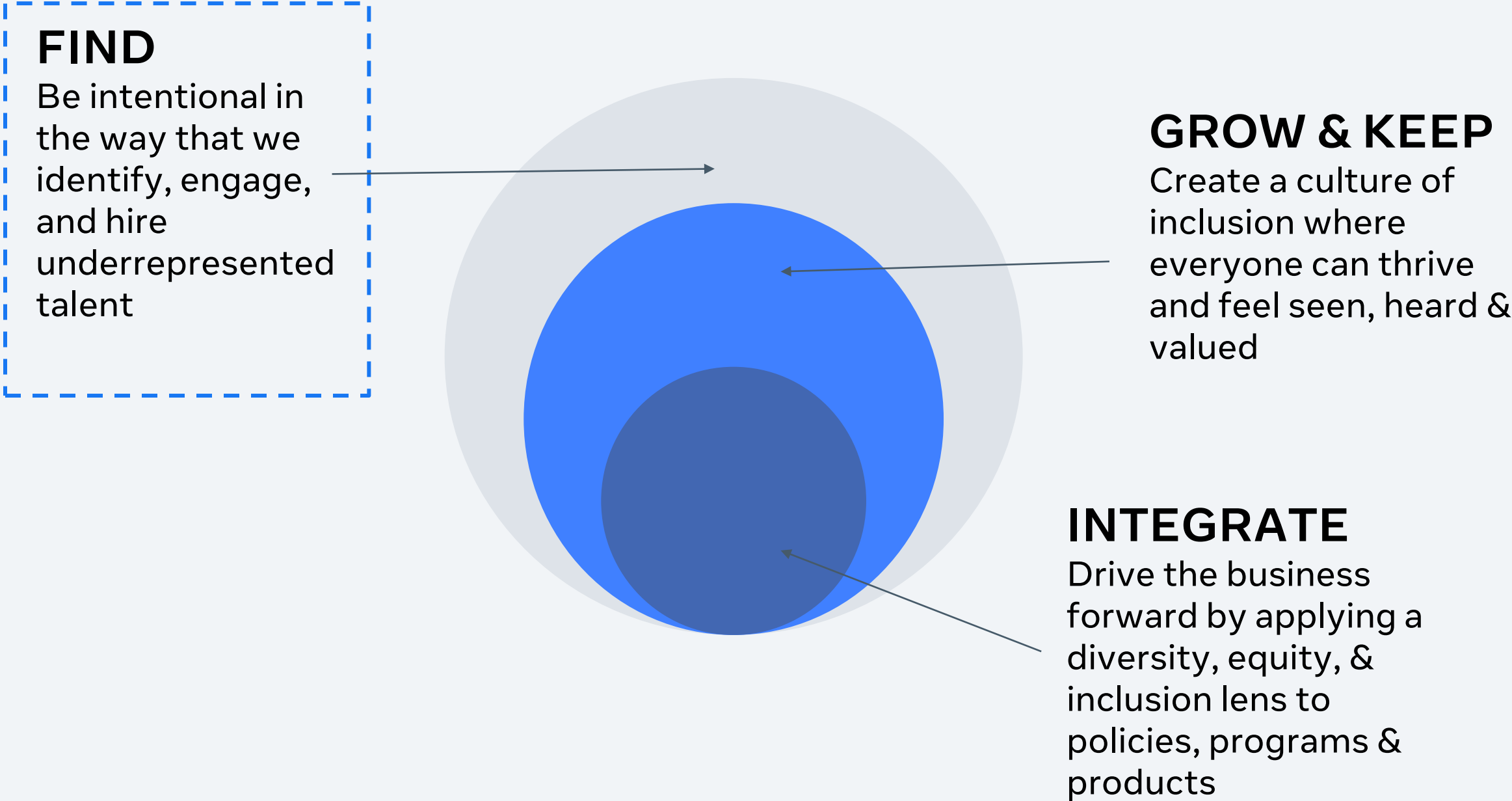We challenge ourselves to pursue ambitious goals across everything we do at Meta, including DEI.

50-in-5
By 2024

In 2019 we committed to being at 50% underrepresented people in 5 years.

30-in-5
By 2025

In 2020 we committed to having 30% more people of color, including 30% more Black people, in leadership positions [by 2025].

Diversity, equity, and inclusion are at the core of everything we do.

FIND
Be intentional in the way that we identify, engage, and hire underrepresented talent

GROW & KEEP
Create a culture of inclusion where everyone can thrive and feel seen, heard & valued

INTEGRATE
Drive the business forward by applying a diversity, equity, & inclusion lens to policies, programs & products

03 Building an Inclusive Hiring Strategy -
Short, Mid, and Long term impact

Meet diverse talent where they are

Via diversity conferences, targeted events, and partnerships with external organizations

Consider a diverse slate of candidates

The more people you interview who don't look or think like you, the more likely you are to hire someone from a diverse background.

Ensure the business is engaged & accountable

Having shared inclusive hiring commitments between Recruiting and the business is critical to driving meaningful action.

Create pathways for candidates from "non traditional" backgrounds

Great talent comes from *all* types of backgrounds and experiences. As such, we should invest in a variety of programs, both rotational and apprenticeship type, to ensure that people find their path to our organizations, while boosting their skills and providing them with career education.

Meta Examples:
- Rotational Engineering Program (rEng)
- Return to Work
- Meta University
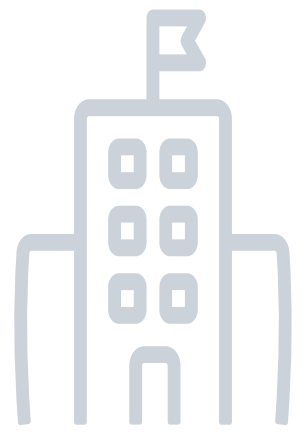
Invest in education partnerships & programs

As Tech companies, it is critical for us to invest in technical skill education/development across different communities and encourage people from all backgrounds to pursue a careers in our industry

Meta Examples:
- CodePath
- Engineer in Residence
- Tech Prep
- Code.org

Takeaways

There is no quick fix
Building a sustainable inclusive hiring strategy requires us to focus on short, mid, and long term impact

Lead with data
In order to ensure that you are [ruthlessly] prioritizing the most impactful strategies, invest in analysis and research of your processes, progress. etc.

Influence hiring behaviors and systems
In order for inclusive hiring practices to remain consistent, we must reinforce them by building inclusive systems and processes.

Thank you

PLEASE DROP BY THE COLLEAGUE CAFE FOLLOWING THIS SESSION TO CONNECT

∞ Meta