Inclusive Diversity Recruitment 2022

Equitable Hiring Practices

By. Cristina Costa

Poll #1: What is your biggest hiring challenge now?

Hiring Trends in 2022

✓ 73% of employers are currently struggling to hire and retain employees

✓ 77% of employers agree that diversity will be a crucial factor in the future of recruiting.

✓ 59% of people leaving their jobs want a company that better fits their values

✓ 72% of employees would leave or consider leaving their company for a more inclusive one

Poll #2:

What is the largest obstacle you face in your diversity hiring process?

    a) Finding diverse talent
    b) Attracting diverse talent
    c) Engaging diverse talent
    d) Building a strong employer brand
    e) Ensuring a good candidate experience
    f) Hiring diverse talent

The VALUE of Diversity and Inclusion

Diversity: is about representation

Inclusion: fostering a sense of value and belonging

Equity: fair and equal access

- ✓ Diverse and inclusive corporations outperform their competitors by 35%

- ✓ Diverse teams are 87% better at making decisions

- ✓ Diverse management teams lead to 19% higher revenue

- ✓ Millennials are 83% more likely to be engaged at work at inclusive companies.

Diversity Trends in Hiring

- ✓ 76% of job seekers said diversity was important when considering job offers.

- ✓ 37% of workers and job seekers said they wouldn't apply to a company that was rated negatively by people of color.

- ✓ 35% of HR leaders say diversity, equity, and inclusion are among their top five priorities for 2022.

***Diversity hiring** is based on merit with special care taken to ensure processes have reduced biases*

Obstacles for Hiring Diverse Talent

Limited Candidate Sourcing Pools

Hiring Manager/Recruiting Biases

Not inclusive Company Culture

Lack of diversity hiring metrics

No Salary Transparency

Biases throughout the interview process
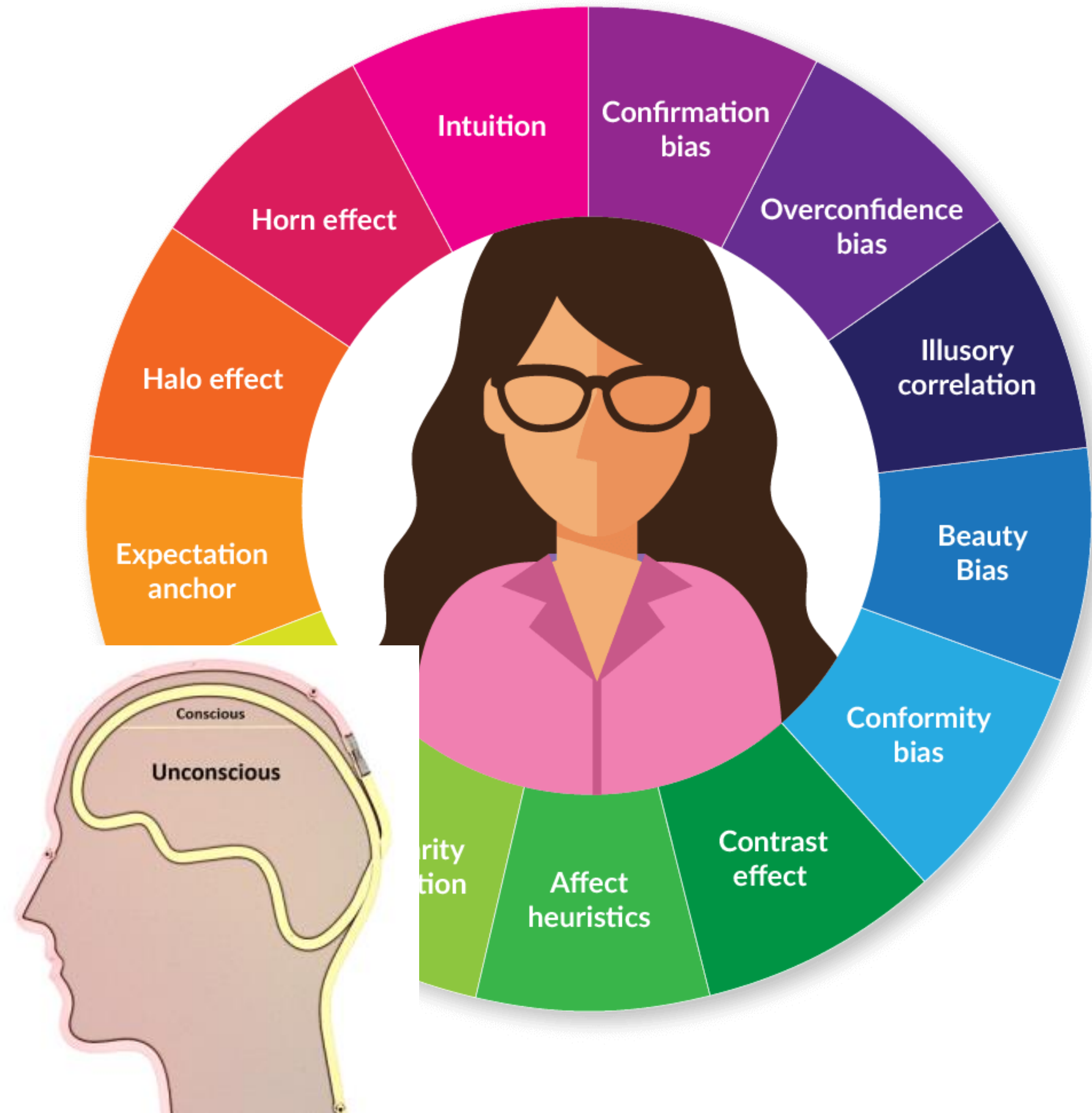
No public facing diversity data

What is Bias?

➤ **Unconscious/Implicit Bias:**

Stereotypes about certain groups of people that we don't realize we have

➤ **Explicit/Conscious Bias:**

Refers to the attitudes and beliefs we have about a person or group on a conscious level

Unconscious Biases in the Hiring Process

1. **Confirmation Bias:** looking to confirm
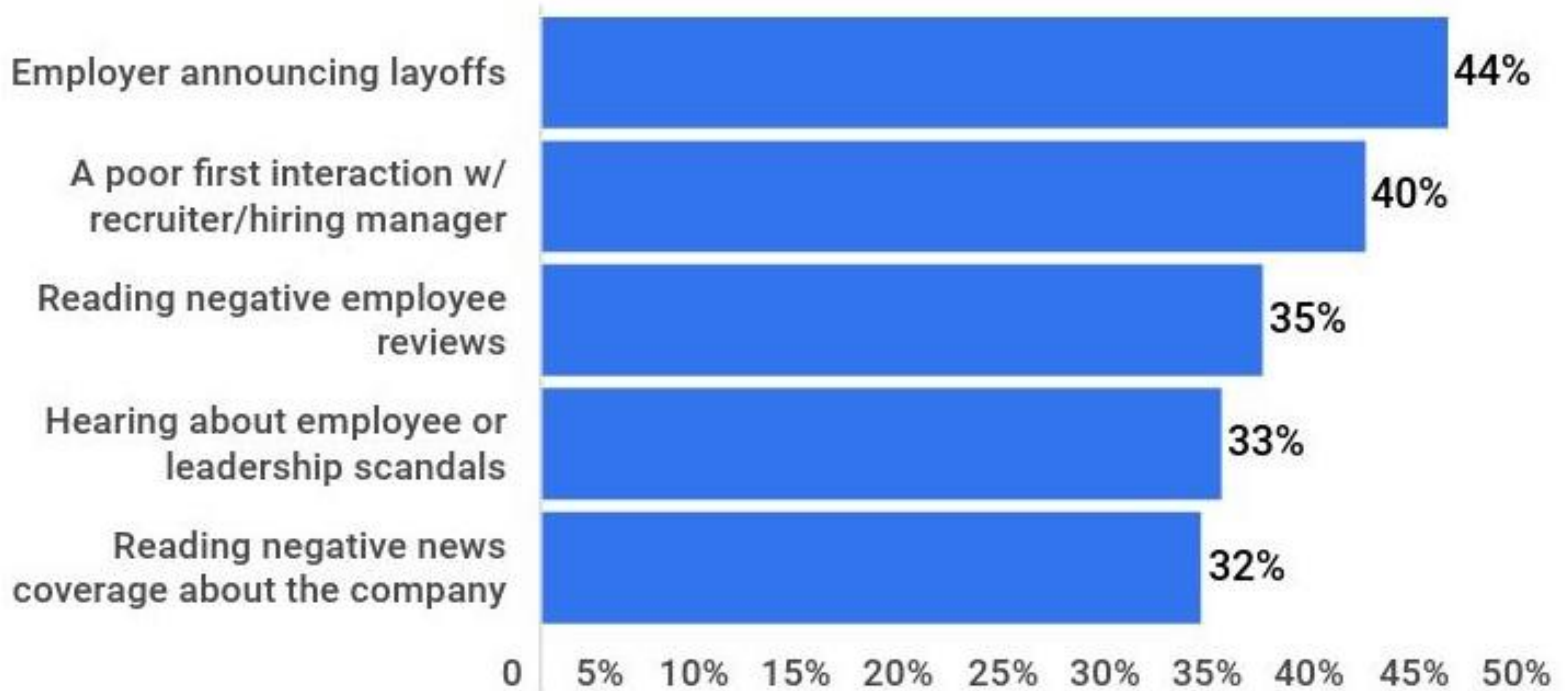
   our own opinions and pre-existing ideas

2. **Perception Bias:** stereotypes and

   assumptions about different groups

3. **Affinity Bias:** feeling a connection to those most similar to us

4. **Halo Effect:** projecting positive qualities without knowing them

WHY JOB SEEKERS DROP OUT OF THE RECRUITING PROCESS

Reason	Percentage
Employer announcing layoffs	44%
A poor first interaction w/ recruiter/hiring manager	40%
Reading negative employee reviews	35%
Hearing about employee or leadership scandals	33%
Reading negative news coverage about the company	32%

0   5%   10%   15%   20%   25%   30%   35%   40%   45%   50%

Equitable Hiring Practices

1. Mitigate bias -- train your team!

2. Rewrite job descriptions

3. Go blind for the resume review

4. Give a work sample test/project

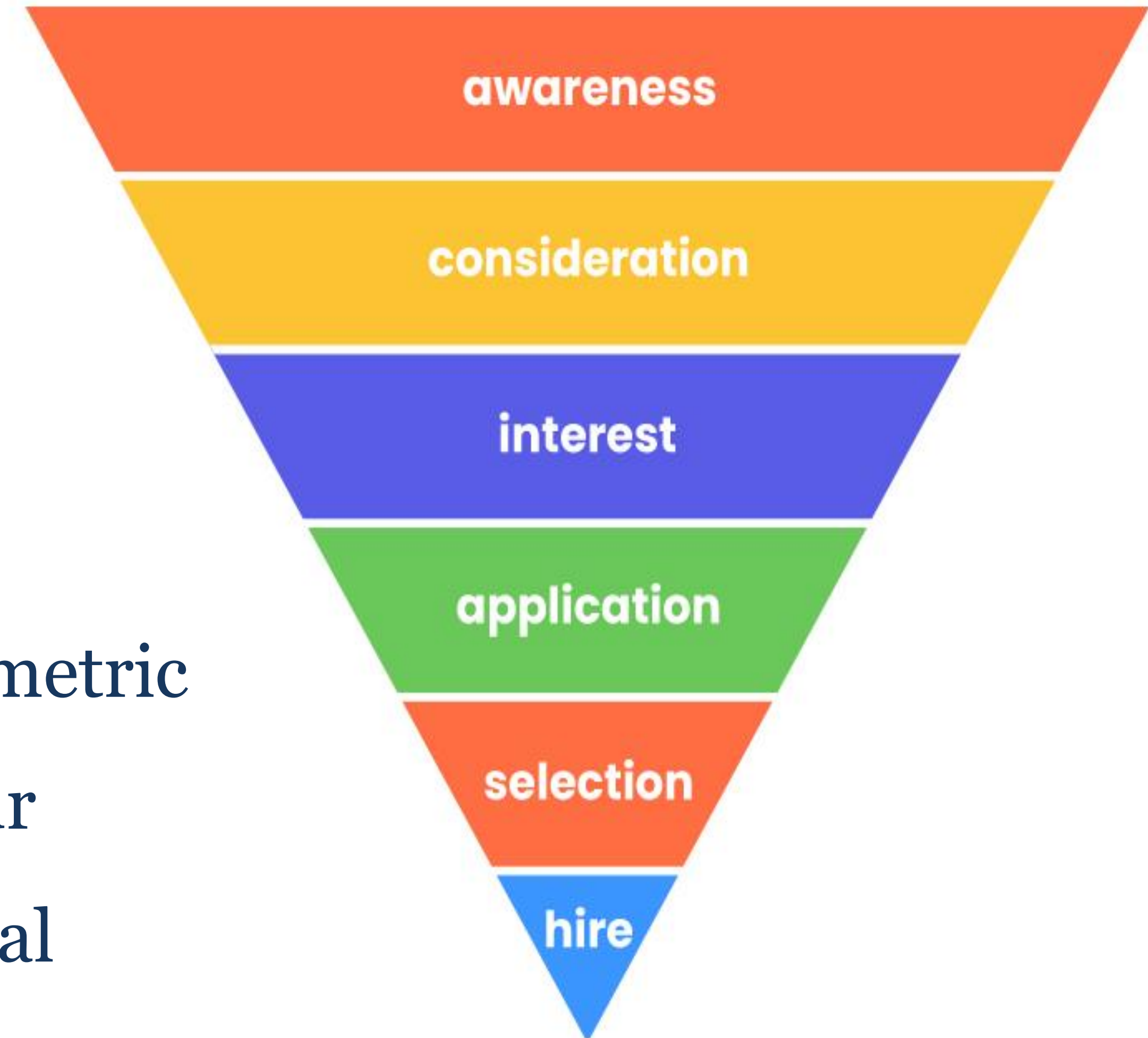5. Standardize Interviews

6. Set diversity goals/metrics

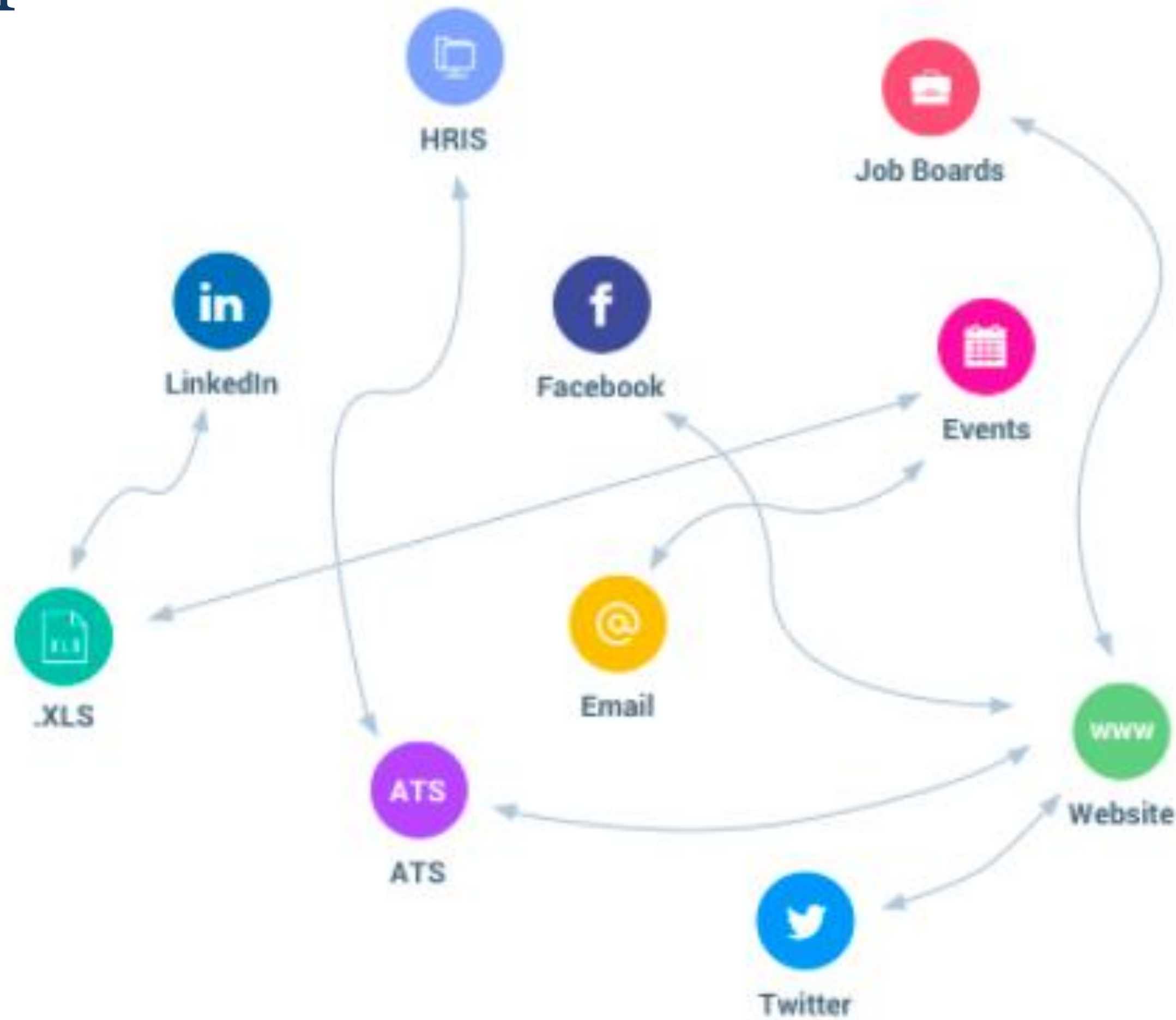# Develop an Equitable Hiring Process

Step 1: Conduct a diversity hiring audit

on your current hiring process

Step 2: Pick one metric

to improve for your

diversity hiring goal

Step 3: Increase your diversity hiring in your candidate sourcing pools

✓ Leverage **Employee Resource Groups** -- ask your diverse hires for referrals!

✓ Job boards for Diverse candidates such as: **DiversitytoHire, JobStars or JopWell**

✓ Professional organizations for diversity: **ALPFA, NSBE, NOW, GLAAD,**

✓ Diverse community groups like **Techqueria, SheGeeksOut, BlackTechPipeline**

✓ Alumni Groups or Career Centers at community colleges or state universities

✓ Establish **Boolean search strings** for diversity finds on LinkedIn

Step 4: Increase your diversity hiring in candidate screening and interview process

✓ **Use Structured Interview Guides**

✓ **Provide interview coaching**

✓ **Get feedback from candidates**

Step 5: Evaluate your diversity hiring metrics

Poll #3: What is one thing you can start doing to improve your diversity hiring process?

1. Seek to understand
2. Rewriting job descriptions
3. Go blind for the resume review
4. Give a work sample test/project
5. Standardize Interviews
6. Set diversity goals/metrics

"In a world where companies seek to be equal opportunity employers they need to reevaluate who is receiving these opportunities and whether the system is equal at all."

Connect with me!

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Cristina Costa (She/Her)

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Thank You.
Any Questions?