



Equitable and Inclusive Strategies: Hiring and Retaining Diverse Talent

Question #1:

**What is your biggest business challenge with
diversity and inclusion at this time?**

Benefits of a Diverse and Inclusive Workplace

Diversity =
representation

Inclusion =
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.

Question #2:

**What is your biggest challenge with
diverse talent at this time?**

Hiring Trends in 2023

- ✓ 73% of employers are currently struggling to hire and retain employees
- ✓ 77% of employers agree that diversity is a crucial factor in the future of recruiting.
- ✓ Top candidates are only on the job market for 10 days on average
- ✓ 88% of businesses report that their best hires are referrals



**Strong employer branding
reduces the cost of
recruiting by 43%.**

2023 Diversity Hiring Trends



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

- ✓ 76% of job seekers said diversity was important when considering job offers.
- ✓ 37% of workers 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 in 2023.

Hiring Challenges for 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

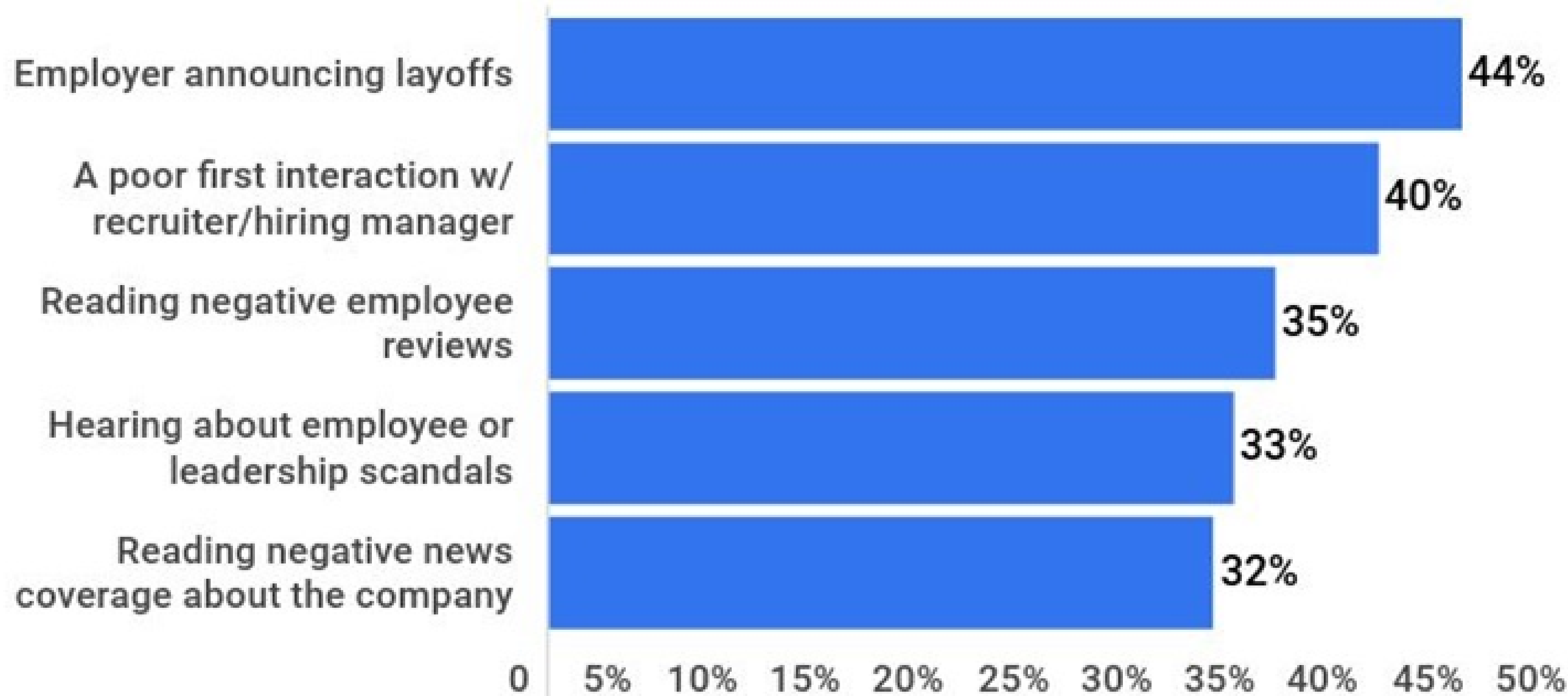
No public facing
diversity data - weak
employer branding

Common Biases throughout 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



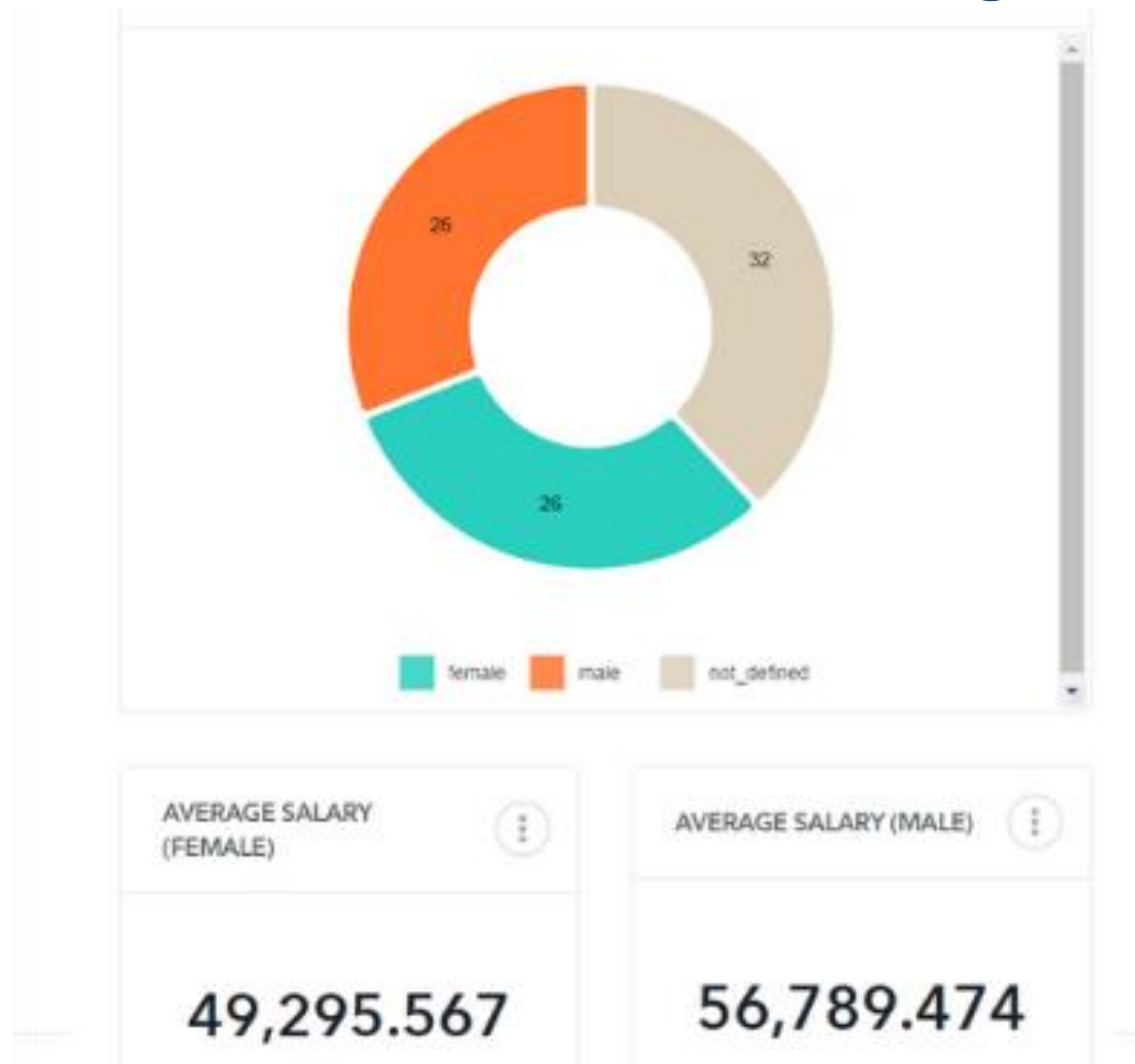
Equitable and Inclusive Hiring Practices

1. Mitigate bias -- train your team!
2. Rewrite job descriptions
3. Go blind for the resume review
4. Give a work sample test or project
5. Standardize Interviews/Scorecards
6. Set diversity goals/metrics
7. Hold your teams accountable.

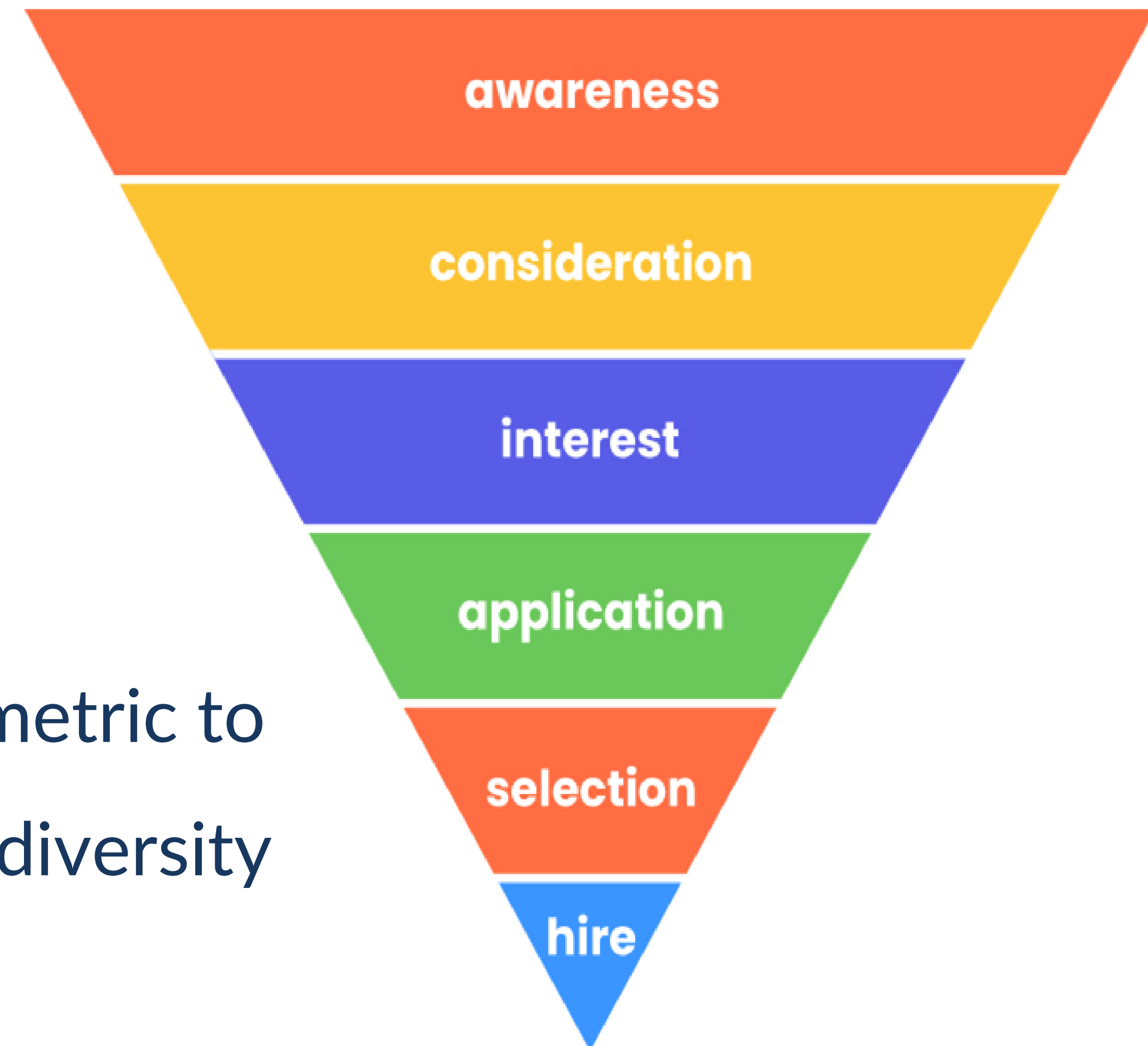


Steps to Create Equitable Hiring Processes

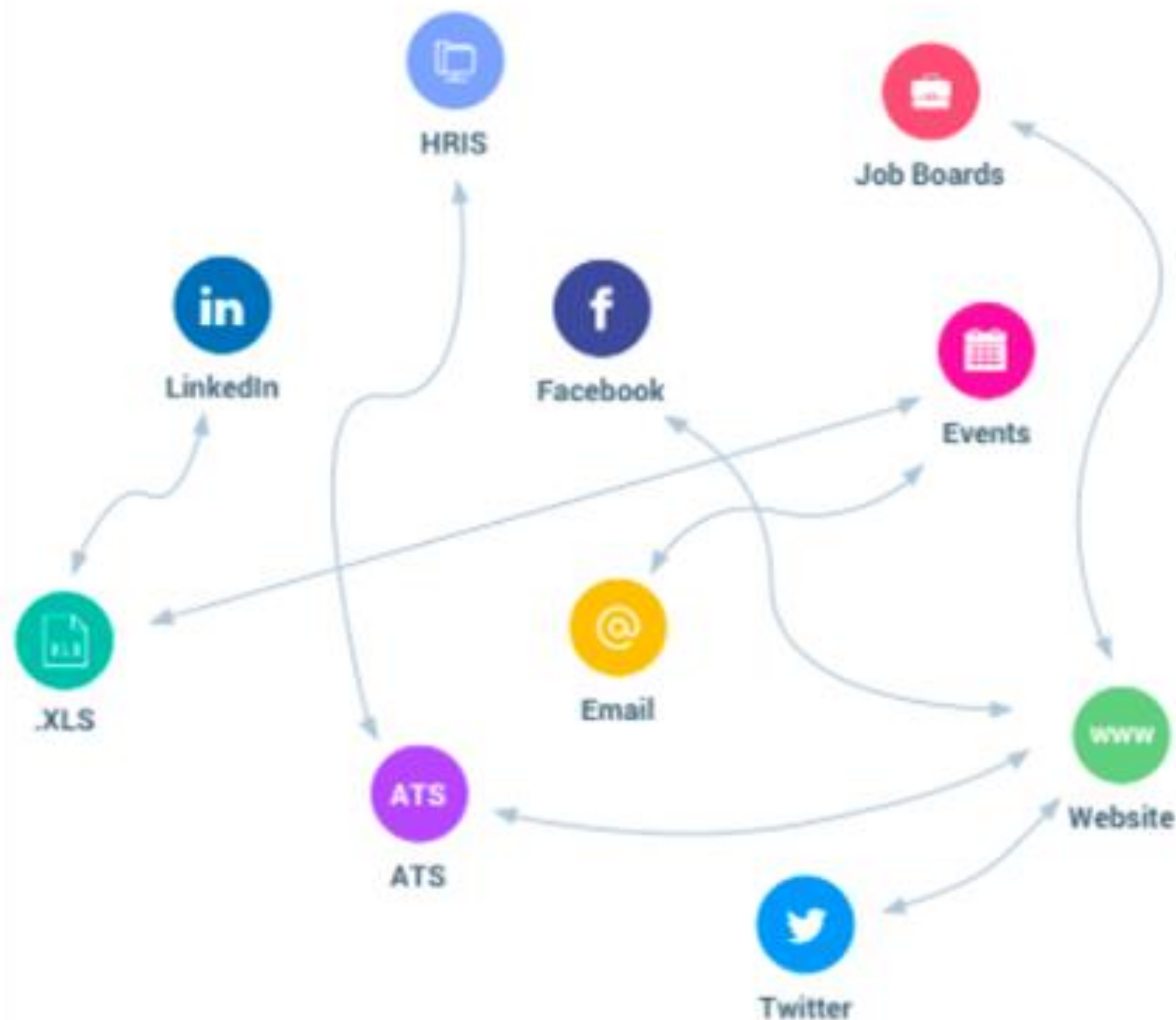
Step 1: Conduct a diversity hiring audit on your current hiring process



Step 2: Pick one metric to improve for your diversity hiring goal



Step 3: Increase diversity in your candidate sourcing pools



- ✓ Leverage **Employee Resource Groups** -- ask your diverse hires for referrals!
- ✓ Job boards for Diverse candidates such as: **Diversity to Hire and 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: Create a clear process – Use Structured Interview Guides and Scorecards in the candidate screening and interview process

- ✓ **Use Structured Interview Guides & Scorecards**
- ✓ **Diversity in hiring panels**
- ✓ **Provide interview coaching**
- ✓ **Get feedback from candidates**

Step 5: Evaluate your diversity hiring metrics



Question #3:

What is one thing you can do to create a more equitable hiring process?

2023: The Great Retention & Future of Work

- ✓ 76% of employers are concerned with employee turnover rate
- ✓ On average, an organization experiences 18% turnover in its workforce every year

Gen Z is the most diverse generation in U.S. history. They are expected to become the majority in the workforce within the next 10 years.



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

Meaning Matters to Employees in 2023

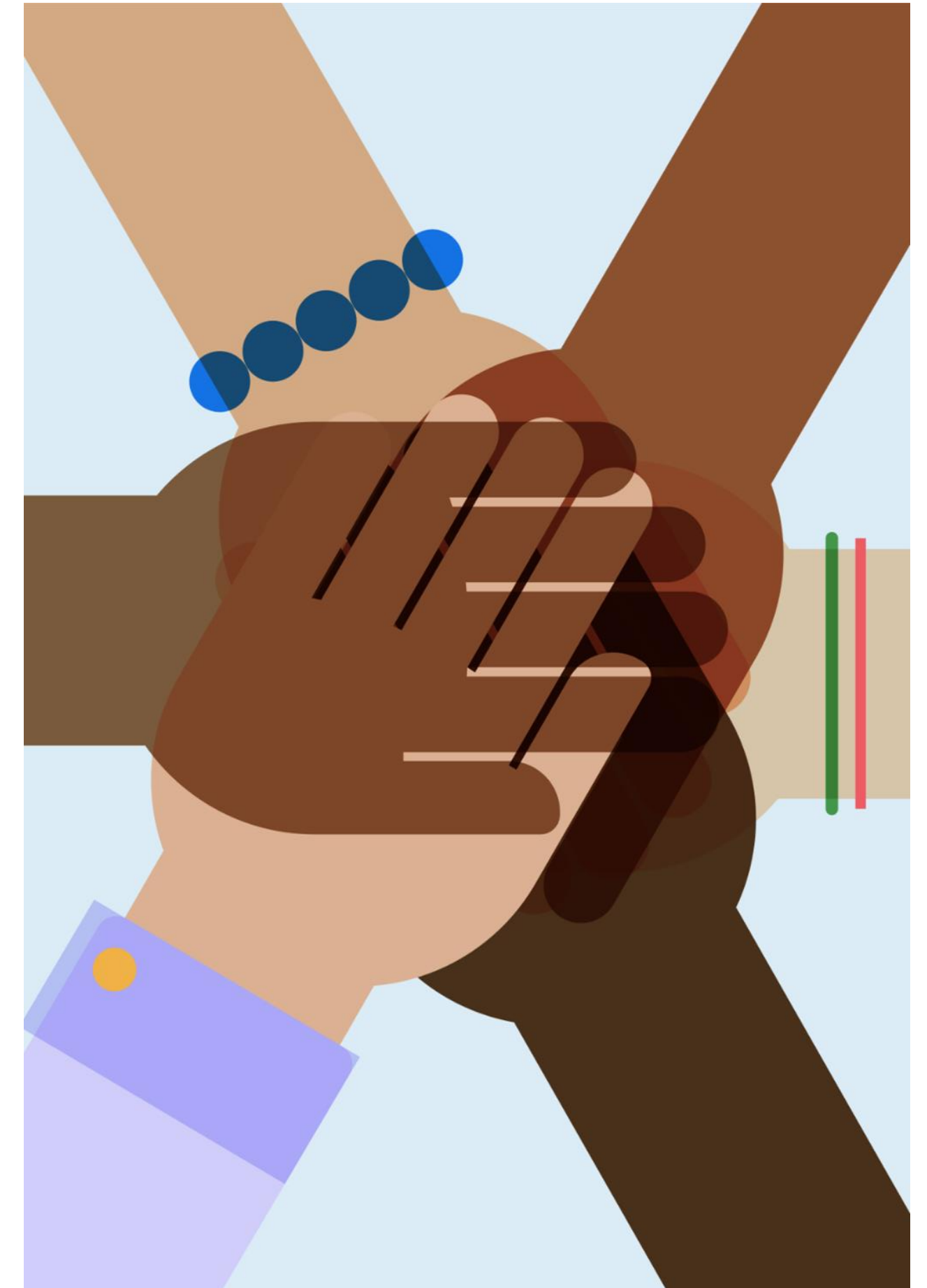
Most important factors when considering a change in work environment, % of respondents¹

■ Compensation ■ Meaning ■ Confidence/competence ■ Autonomy

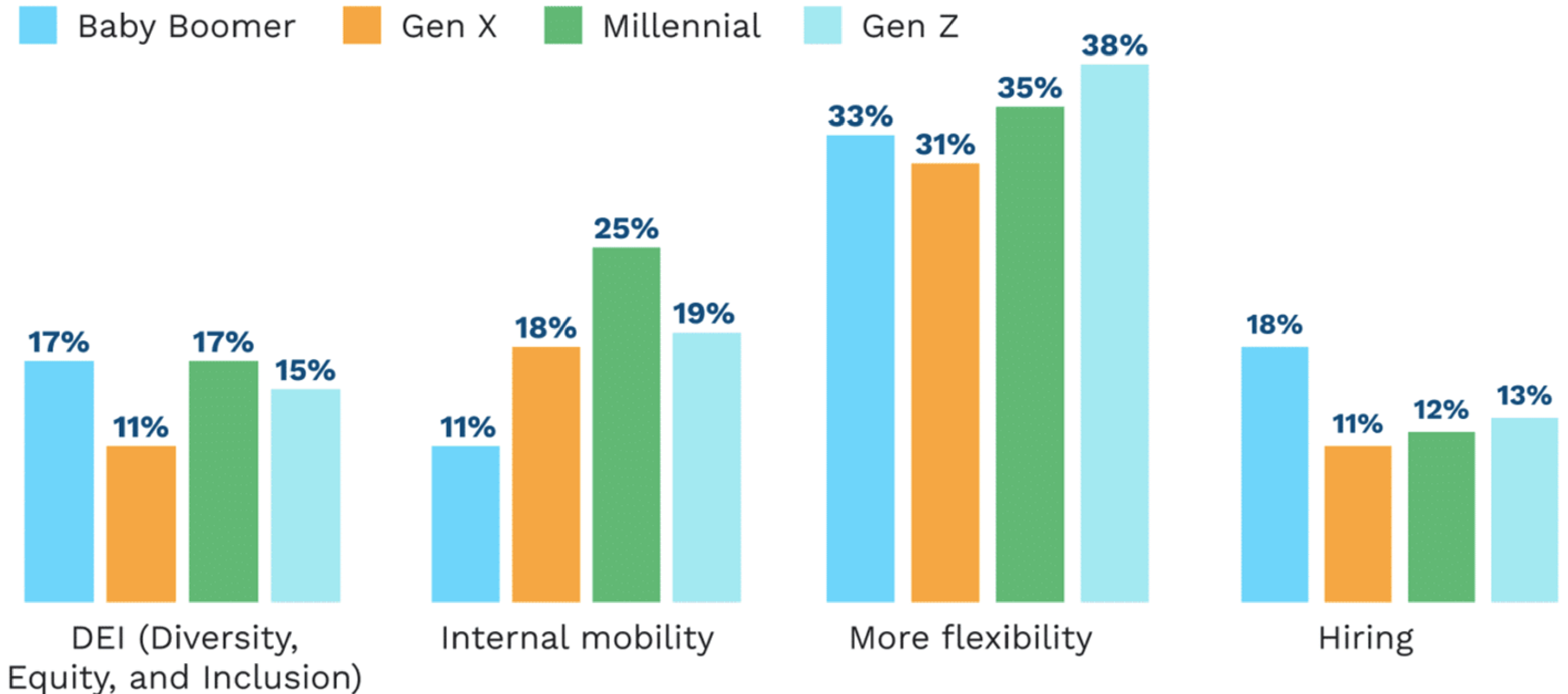


4 Key Shifts for a more Inclusive Workplace

- 1. DEI as a CORE business function
- 1. DEI needs to be strategic, using data-driven approaches with clear goals and KPIs to be measured
- 1. Inclusion and equity should be embedded in every company process
- 1. Leaders must be fully committed and invested into DEI “success”



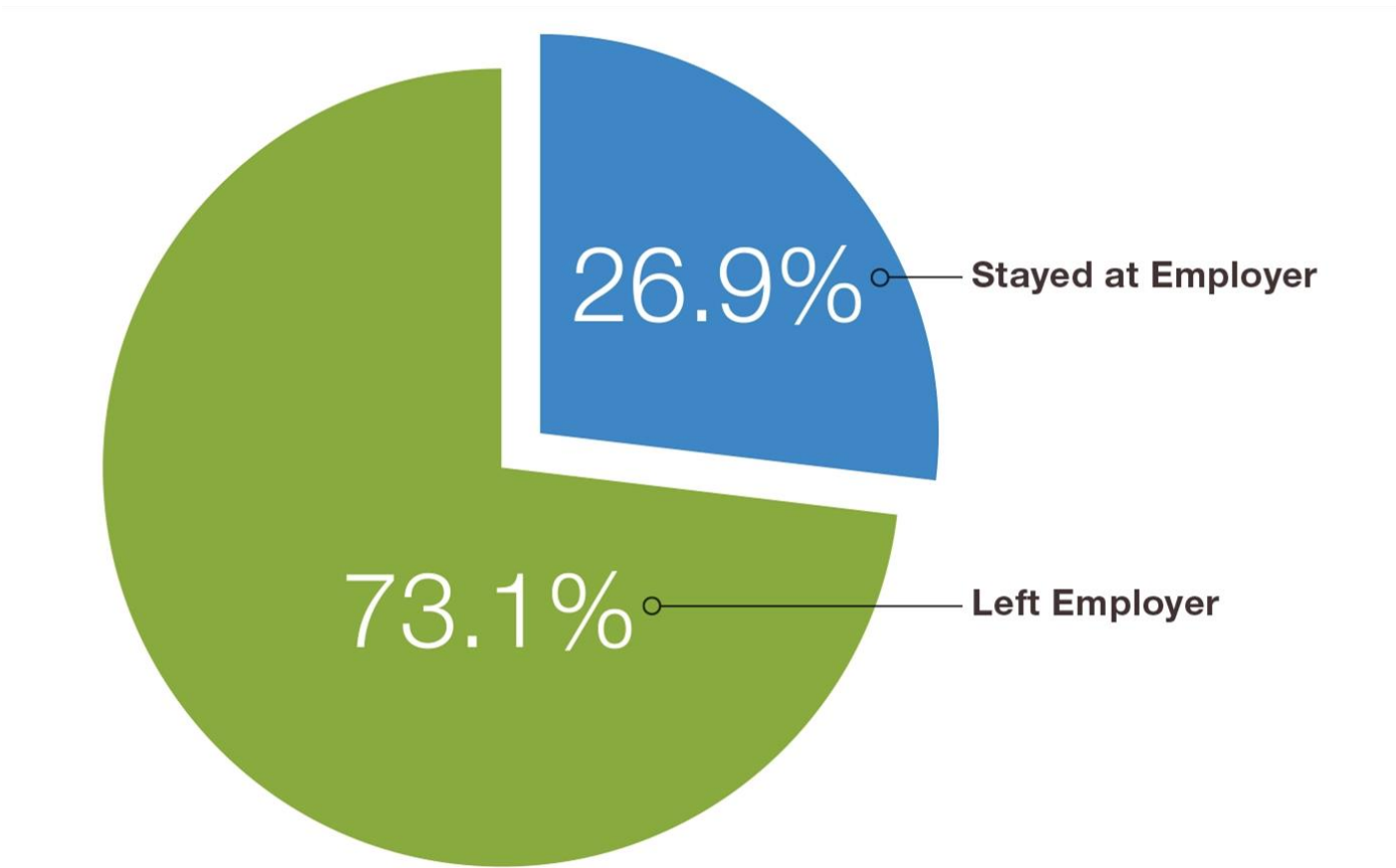
What Employees want their organizations to prioritize by generation



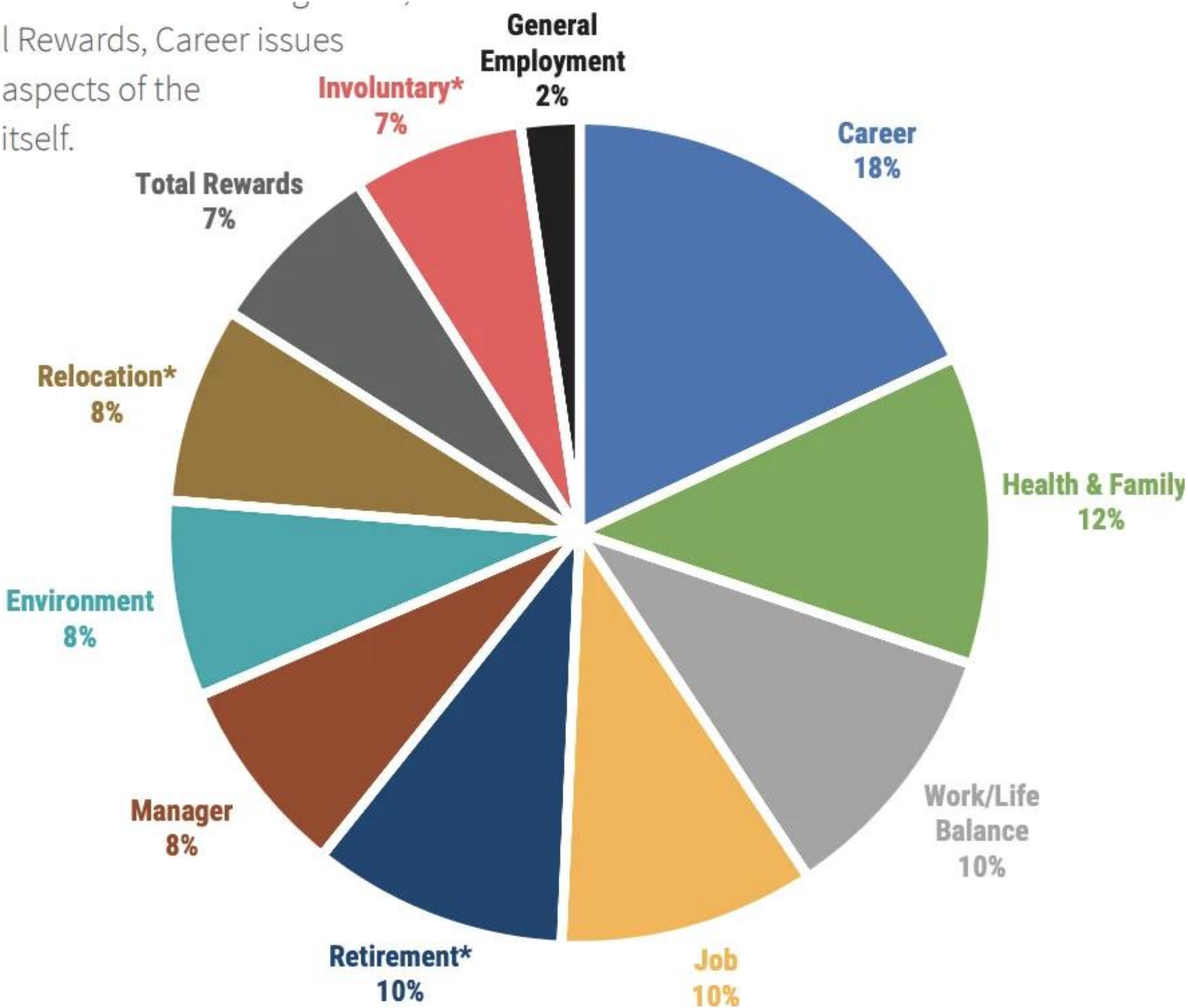
Employee Retention is Crucial

Employees with high internal mobility stay twice as long as employees at companies with low internal mobility.

Most Employees Leave their Jobs when Changing Roles



Total Rewards, Career issues and aspects of the Job itself.



Equitable Workplace Practices look like:

1. Skills-based hiring and equitable benefits
2. Providing clear succession planning/mobility
3. Engaging employees through up-skilling,
educational opps or professional development
4. Manager training to develop people leadership skills
5. Establish psychologically safe work culture
6. Re-evaluate your practices continuously



Workplace equity is the concept of providing fair opportunities for all of your employees based on their individual needs.

Creating a Culture of Belonging is KEY to Retaining Diverse Talent

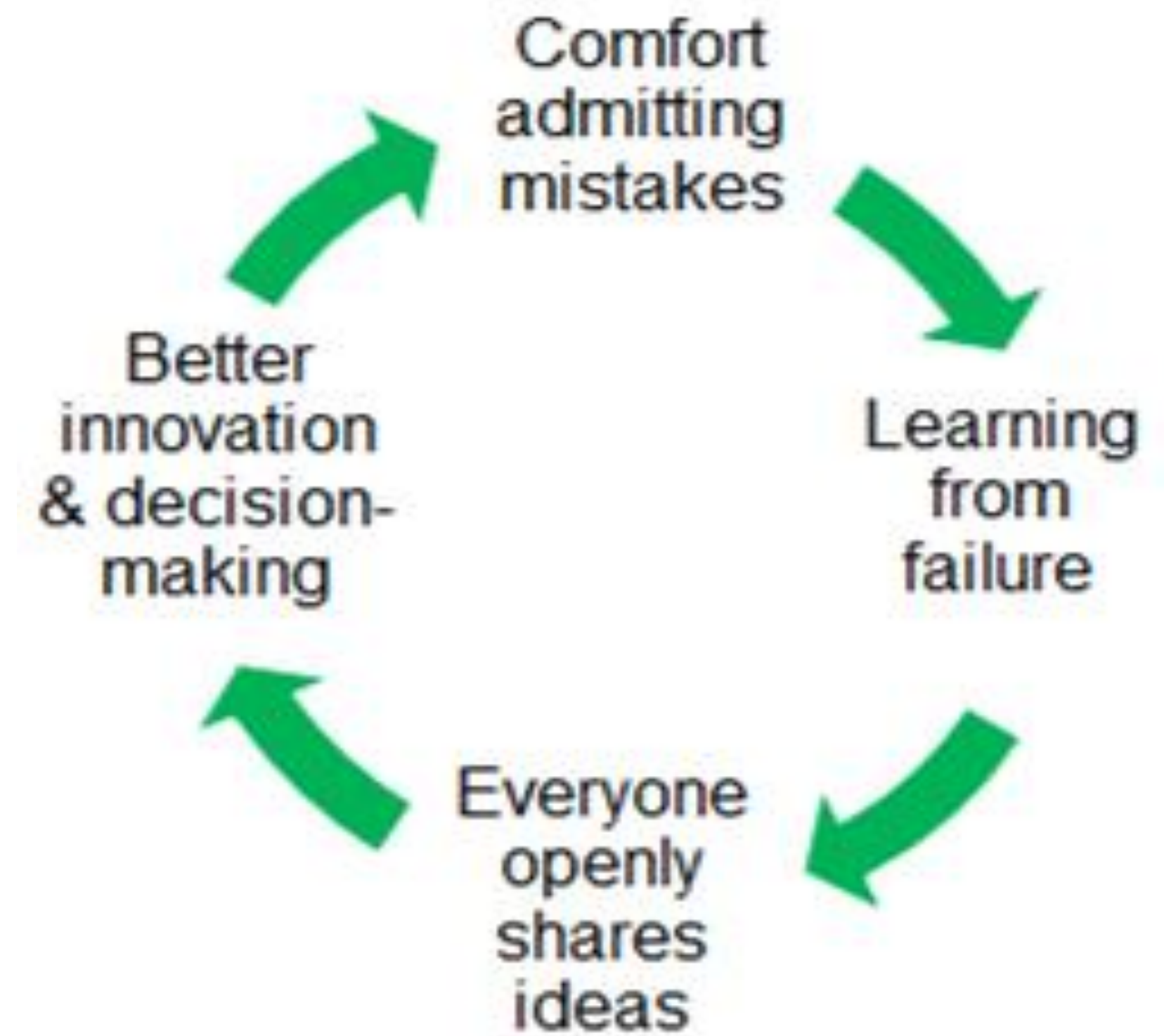
- Inclusive Company Culture
- Benefits & Flexibility
- Communication Methods
- Learning & Development Resources
- Healthy Management
- Mental Health Support



76%
more engaged

50%
more productive

50%
more likely to stay



Psychological safety promotes diversity of thinking and areas to fail and learn.

“INCLUSION IS NOT
BRINGING PEOPLE INTO
WHAT ALREADY EXISTS; IT
IS MAKING A NEW SPACE,
A BETTER SPACE FOR
EVERYONE.”

Are you looking to create a more inclusive hiring experience or workplace? Let's connect!

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Thank You.
Any Questions?