

Diversity & Inclusion



D&I BEST PRACTICES



Integrating Diversity and Inclusion strategies in recruitment, performance management, leadership assessment, and training.

Top to bottom accountability.

Accepting and honoring multiple religious and cultural practices.

Strengthening anti-discriminatory policies.

D&I training at all levels.

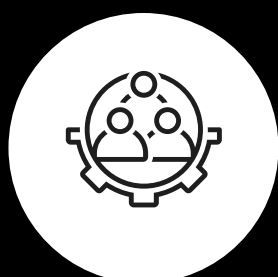
Reporting goals and measuring progress.

Creating a focused D&I strategy including accountability and metrics.

Creating employee networks (e.g. employee resource groups, community outreach groups).

Creating behavioural standards and holding leaders accountable for results.

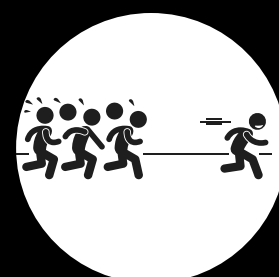
STATS



According to a survey conducted by Glassdoor, 67% of job seekers said a diverse workforce is important when considering job offers. ¹



61 percent of workers have witnessed or experienced workplace discrimination. ¹



Research has it that diverse organizations outperform competitors by 35%. ²

BENEFITS OF D&I

1. Increased creativity
2. Fosters innovation
3. Better consumer understanding
4. Richer brainstorming
5. Better decision making

“D&I needs to be something that every single employee at the company has a stake in.” ³

— Bo Young Lee - Chief Diversity Officer, Uber



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HIREPOWER RECOMMENDATION: INTEGRATING D&I INTO YOUR RECRUITMENT STRATEGY

57%

"of people think their company should be doing more to increase diversity among its workforce".



Assess your current strategy and see where you can improve:

- Conduct workforce diversity analysis.
- Track and measure existing hiring bias.
- Set meaningful, fact based goals that will resonate.

Partnerships can provide you with case studies and reports to help you adjust your strategy:

<https://odenetwork.com/businesses/resources>



Reassess your **pipeline** strategy:

- Include D&I survey questions in each stage.
- Customize your sourcing strategy for each role that includes diversity.
- Identify bias and barriers for diverse applicants.
 - Allow candidates the opportunity to opt out of certain questions.
 - Minimize impact to the length of the application process.



"Blind" hiring strategies:

- Use software and data based pre-hire assessments to avoid bias.
- Use anonymized resumes and a structured interview approach to score skills, traits, qualifications.



Job Descriptions

Utilize AI to analyze job descriptions in real time, highlighting jargon and words that could come across as gender bias, or optimize job descriptions for greater inclusion.

- <https://textio.com>
- <https://www.talvista.com>



Metrics

Measuring individual areas of your recruitment process such as resumes, interviews, offers, hires, etc. is a great way to ensure you are incorporating D&I across your recruitment process.

Validate your recruitment process by using **assessments**:

- **Job knowledge tests:** The candidate answers questions designed to test the technical or professional expertise that is needed for the position.
- **Psychometric tests:** A standard and scientific method to measure candidates' mental capabilities as well as their behaviour style.
- **Situational Judgment tests:** presents the candidate with hypothetical scenarios where the candidate will identify the appropriate response.



LEARN MORE

Are you looking for further guidance when it comes to incorporating diversity & inclusion into your business strategy?

Contact HirePower Inc. Founder,
Meryl Rosenthal - merylr@hirepower.ca

1 "New Study: 3 in 5 U.S. Employees Have Witnessed or Experienced Discrimination", 2019, Glassdoor

2 "Diversity And Inclusion: A Complete Guide For HR Professionals", 2020, Ideal

3 "25 Powerful Diversity And Inclusion Quotes for a Stronger Company Culture", 2020, Vantage Circle