

# Diversity in Hiring Matters



Glassdoor, July 2021 & McKinsey & Co., June 2020

**75%**

of workers prefer diverse companies

**1/3**

of job seekers would not apply at a company where there is a lack of diversity

**76%**

of candidates report D&I as an important factor when evaluating job offers

**4 in 10**

candidates have turned down a job because of perceived lack of inclusion

Yet, according to the 2021 State of Diversity Hiring Report\*, many companies still aren't prioritizing diversity in hiring.



#### MISSED OPPORTUNITIES

Many organizations don't publicly share their diversity commitments. **56%** of respondents say they don't publicize their D&I plans or metrics.



#### NO STRATEGIC PLANS

Recruitment plans aren't strategic or specific enough to move the needle. **50%** said they don't have a process for setting diversity hiring goals.



#### TIGHT BUDGETS

Employers aren't adequately funding D&I initiatives. **Only 32%** have a budget for diversity sourcing that aligns with hiring objectives.



#### NEGLECTED INTERNAL TALENT

Fair and competitive internal hiring plays a critical role in D&I success. **Less than 15%** say they scrub identifying factors from internal applications.



#### STRONG BIAS

Many haven't adopted practices to minimize bias in recruitment and promotion. **56%** of companies don't have processes that allow recruiters to review resumes in bias-free ways.

## 4 Benefits of More Diverse Talent

### 1. Expanded creativity and better decision making

With a wider range of knowledge, diversity increases innovation, creativity, and strategic thinking. In fact, diverse teams make better decisions than non-diverse teams up to 87% of the time.

### 2. Increased profitability and productivity

Diversity also pays off in terms of profitability. Companies in the top quartile for gender diversity on their executive teams are 15% more likely to generate above-average profitability.

### 3. Enhanced employee engagement and retention

Employees tend to be more loyal and stay longer at companies where their unique contributions are respected. Workplace equality increases confidence and employee morale.

### 4. Better company reputation

When businesses prioritize and promote diversity, they're perceived as more relatable, human, and socially responsible. This improves your overall brand reputation and attracts candidates.

Cloverpop, Hacking Diversity with Inclusive Decision-Making



All teams consist of individuals who bring different perspectives, ways of communicating, and personal values. The diversity of thought that exists on teams is their secret weapon. If you need help streamlining your interview processes, reducing bias, hiring for diversity of thought, and creating a more inclusive culture, Humantelligence can help!

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## 10 Key Actions

- 1 Assign people leaders specific goals for building a pipeline of diverse talent.
- 2 Report and monitor your company's diversity hiring goals at the executive level.
- 3 Create and execute a dedicated communications strategy to actively engage and promote your commitment to diversity & inclusion.
- 4 Examine your company's budget for diversity sourcing.
- 5 Consider investing in alternative sourcing strategies to attract diverse talent.
- 6 Offer to interview all internal applicants who are at least 70% qualified for the role.
- 7 Install processes to allow recruiters to review all resumes for relevant qualifications in a bias-free way.
- 8 Encourage historically underrepresented interviewers to expose biased feedback in a constructive way.
- 9 Vet your interview scorecards, guides, and questions with underrepresented minorities who are currently in the role.
- 10 Consider investing in technology to categorize candidates according to your hiring objectives.

\*SmartRecruiters State of Diversity Hiring Report 2021: Based on 401 self-assessments with respondents typically representing small to midsize companies in the technology sector

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