



***Diversity Recruitment:
Equitable and Inclusive Practices
for Hiring Diverse Talent***

Question #1:

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

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

Question #2:

**What do you think is the biggest
advantage of having a diverse
workforce?**

Benefits of a Diverse and Inclusive Workplace

Diversity =
representation

Inclusion =
sense of
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 leads to **19% higher revenue**
- ✓ Millennials are **83% more likely to be engaged** at work at inclusive companies.

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 diverse candidates are only on the job market for 10 days on average
- ✓ 88% of businesses report that their best hires are referrals



Did you know?

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

Hiring Challenges for Diverse Talent

Limited Candidate Sourcing Pools



No Salary Transparency

Not inclusive Company Culture



Lack of diversity hiring metrics/goals

Hiring Manager/Recruiting Biases

Biases throughout the interview process

No public facing diversity data - weak employer branding

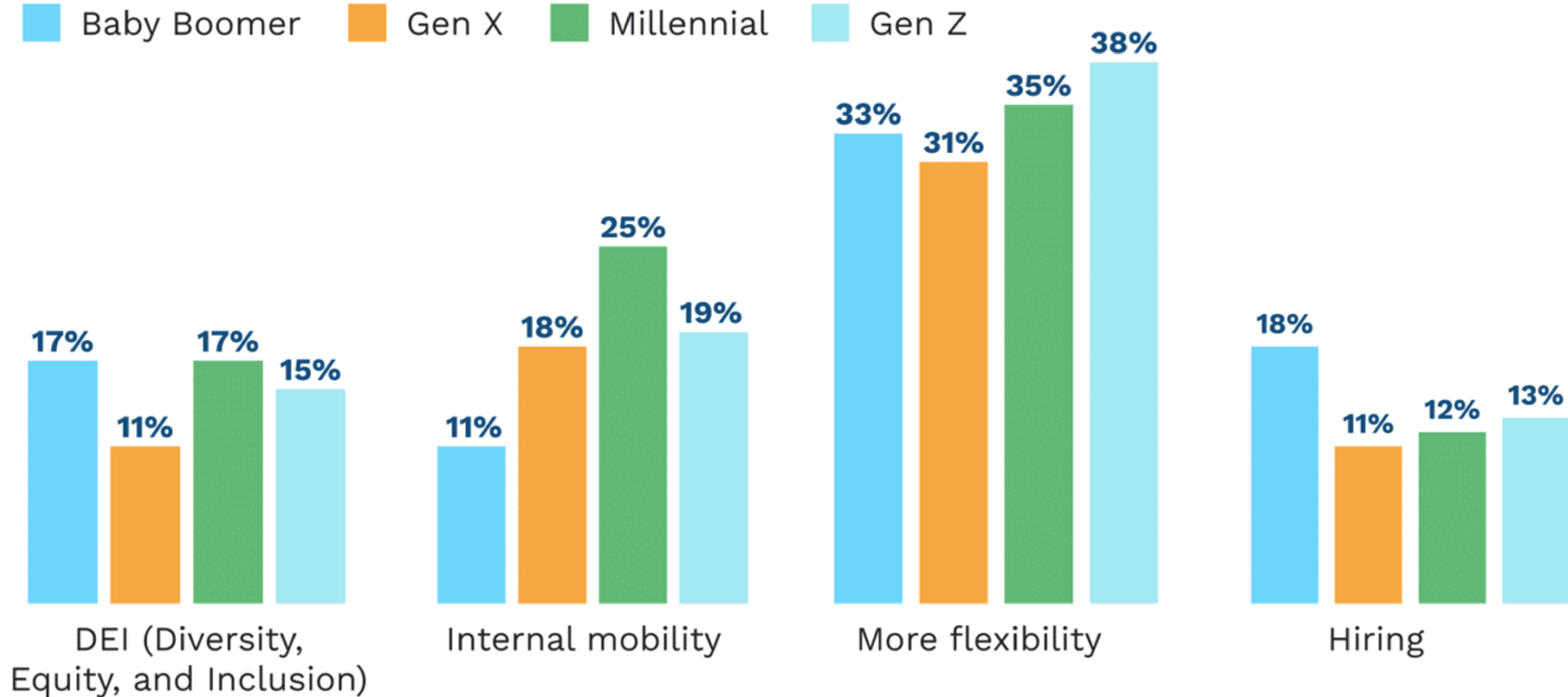
Diversity Hiring Trends in 2023



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 employees of color.
- ✓ 45% of HR leaders say diversity, equity, and inclusion are among their top five priorities in 2023.

What Diverse Employees want their organizations to prioritize by generation



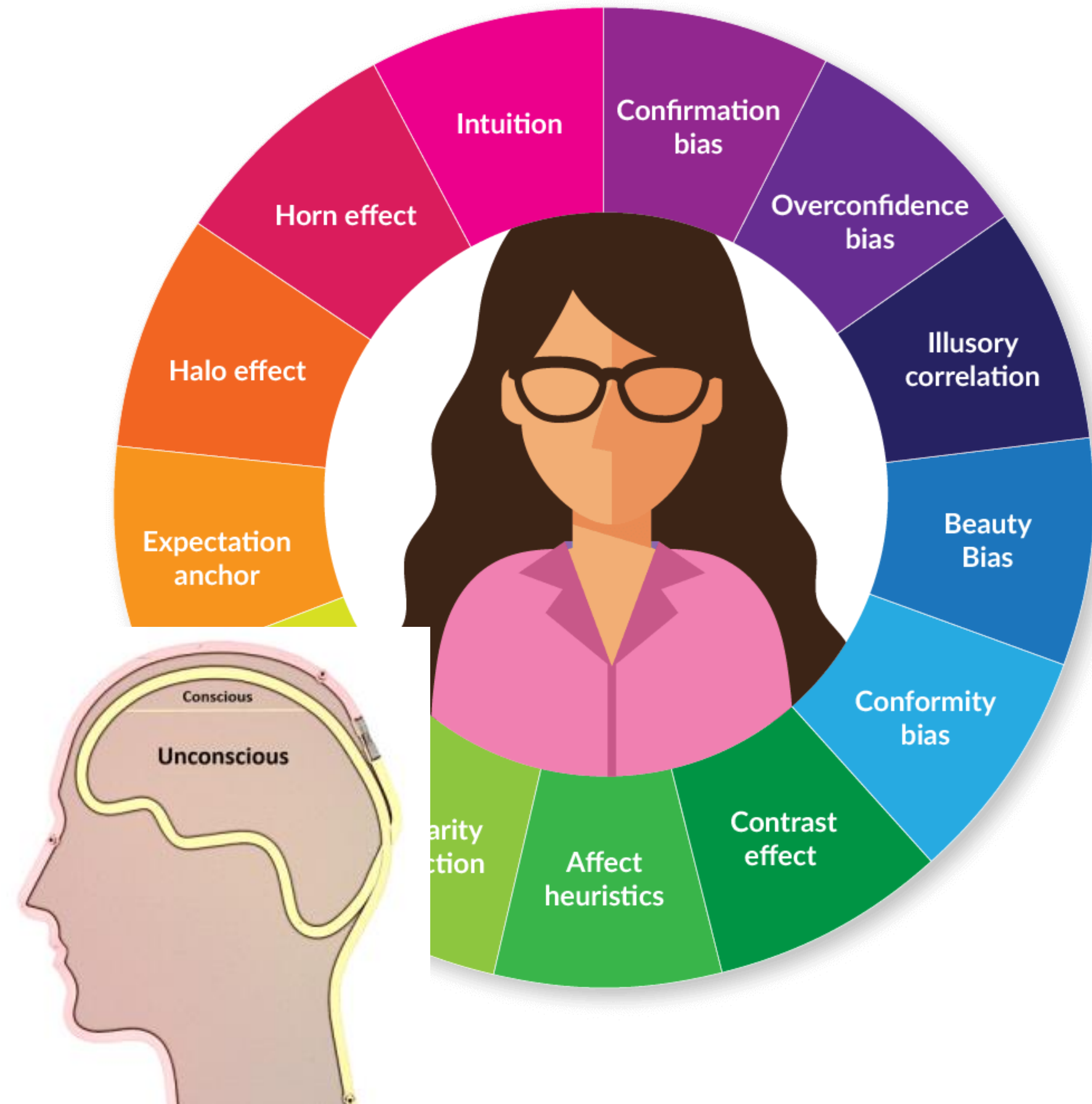
So...What is Bias?

Unconscious/Implicit Bias:

Stereotypes about certain groups of people that are automatic

Explicit/Conscious Bias:

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



Question #3:

**Where do you think bias exists within
your hiring process?**

Common Biases that appear throughout the Hiring Process

1. **Confirmation Bias:** looking to confirm our pre-existing ideas and beliefs
2. **Perception Bias:** stereotypes and assumptions about a certain group



3. **Affinity Bias:** feeling a connection to those most similar to us
4. **Halo Effect:** projecting positive qualities without knowing them



5 Trends that Impact Diversity Recruiting in 2023

- 1. Flexible Work:** helps attract diverse talent
- 2. Mental Health Support:** marginalized groups are more affected and have less access
- 3. Increased Transparency:** salary transparency is of TOP priority
- 4. Use of Data and AI:** understanding of candidate experience and removing bias
- 5. Employer Branding:** diverse talent wants to be a part of an inclusive organization



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.

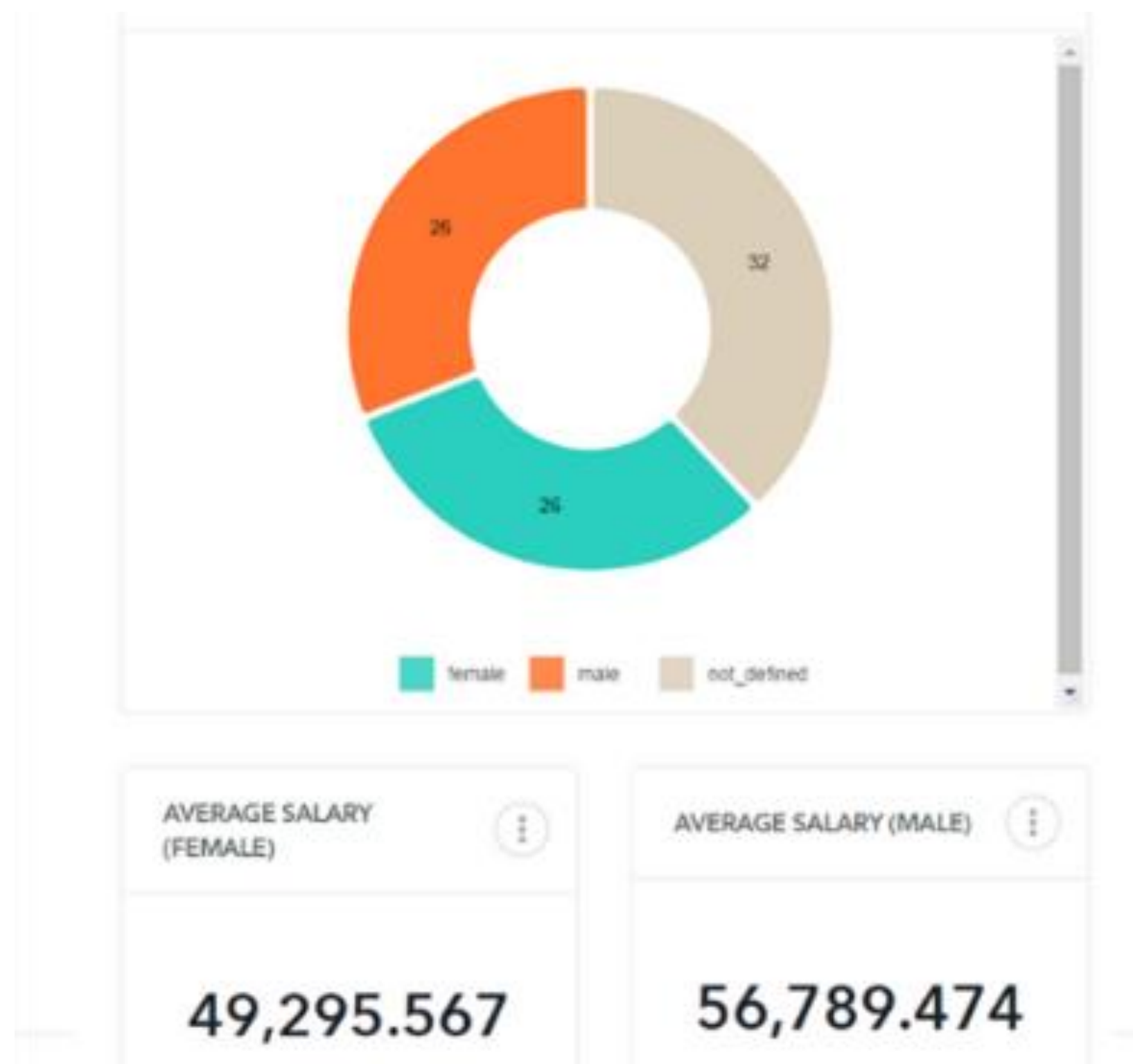
Equitable and Inclusive Hiring Practices looks like:

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

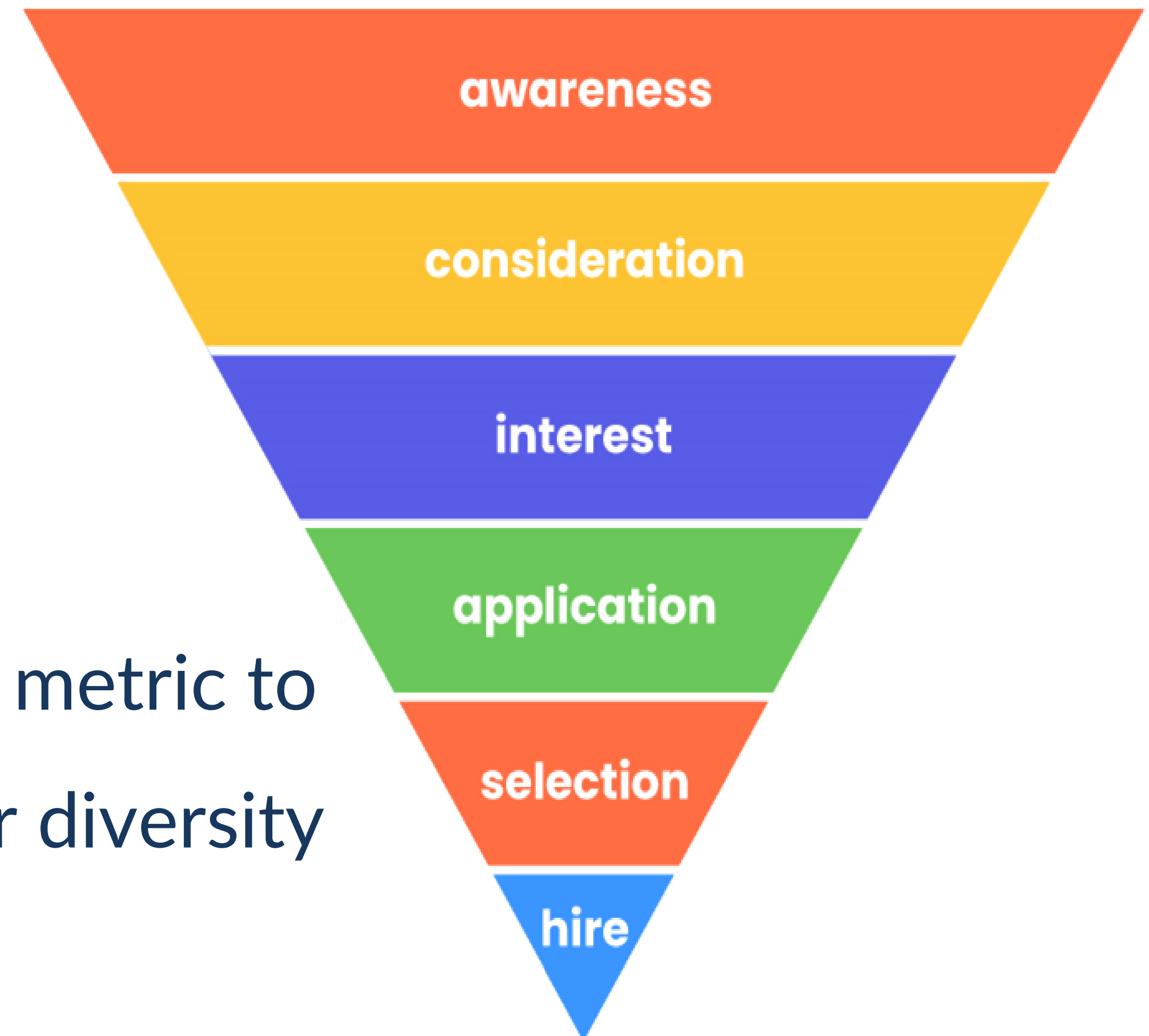


Steps to Create Equitable and Inclusive Hiring Processes

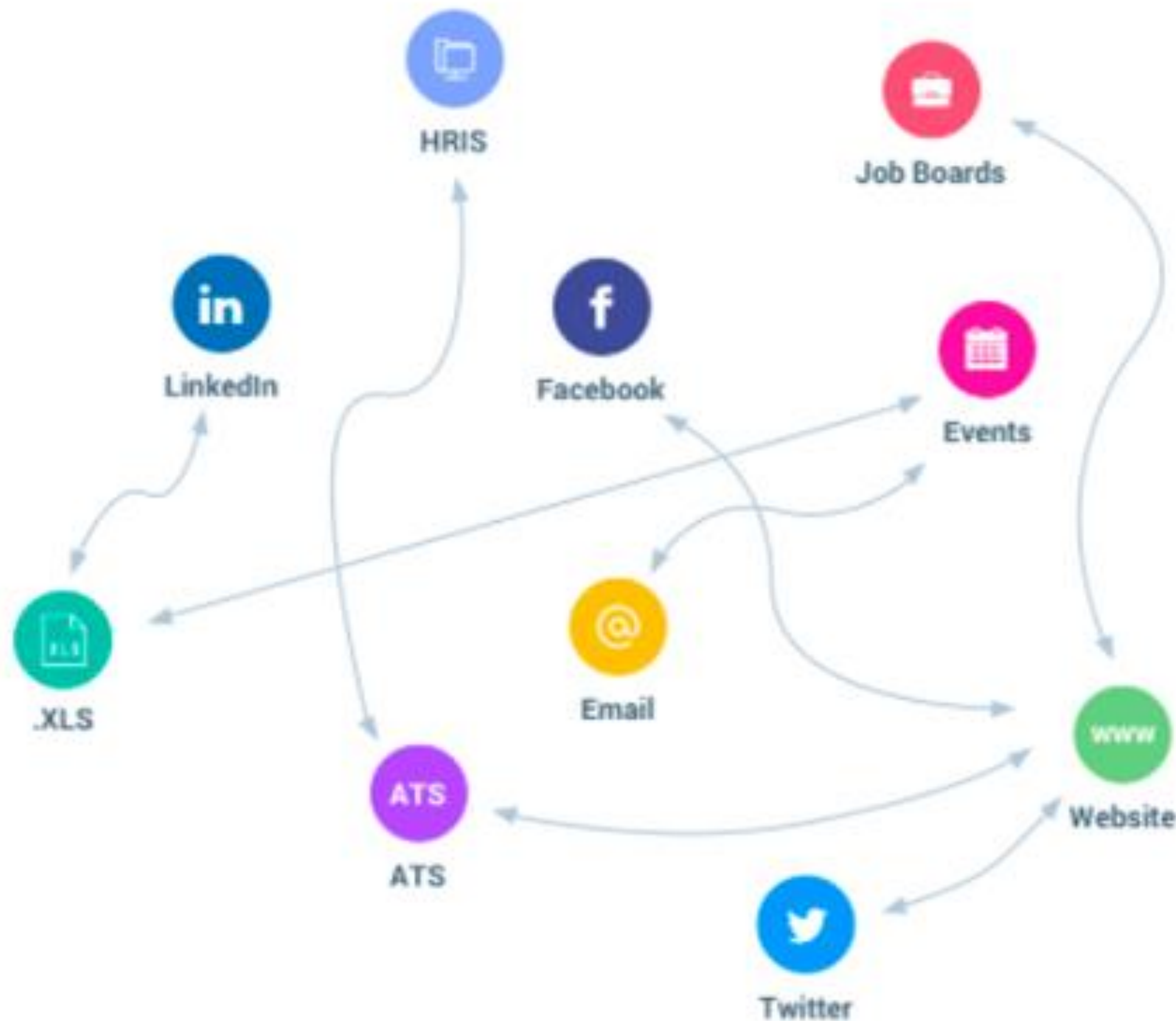
Step 1: Conduct a diversity hiring audit on your current hiring process



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



Step 3: Prioritize diverse candidate sourcing pools

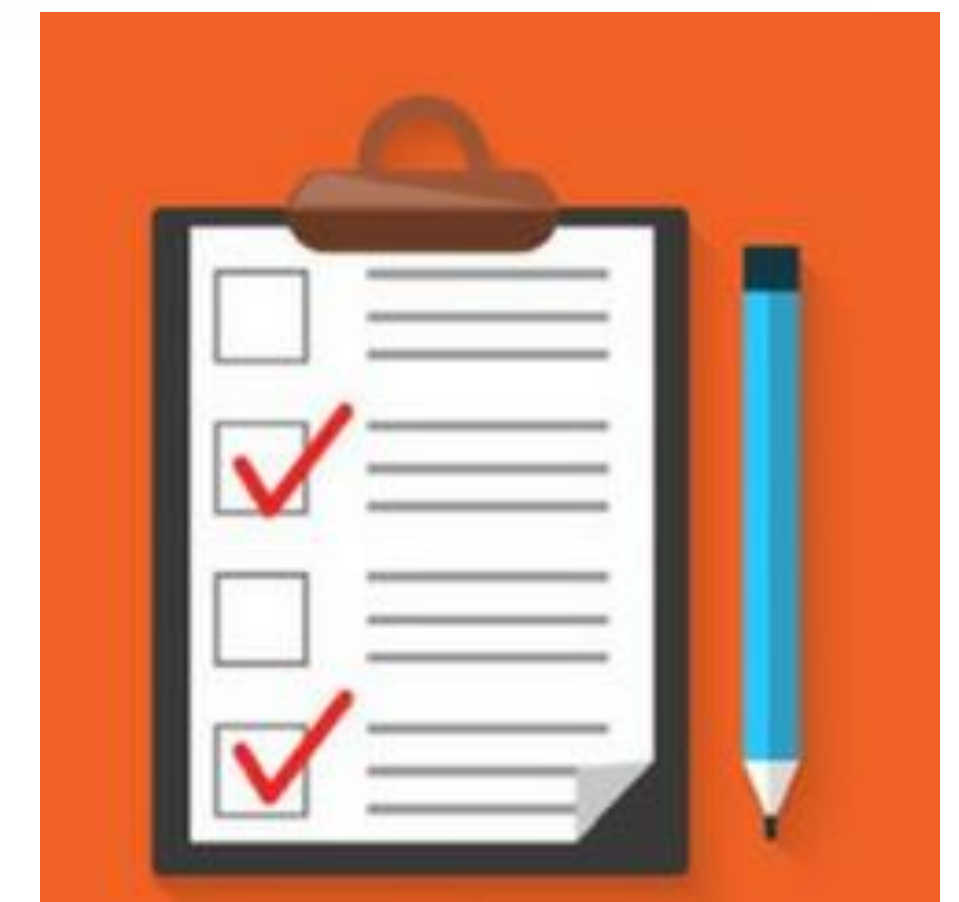


- ✓ Leverage **Employee Resource Groups** -- ask your diverse hires for referrals!
- ✓ Job boards for Diverse candidates such as: **DiversitytoHire, PowertoFly or JopWell**
- ✓ Professional organizations for diversity: **ALPFA, NSBE, NAACP, GLAAD**
- ✓ Diverse community groups like **Techqueria, SheGeeksOut, Tribaja, The Arc**
- ✓ Target Alumni Groups at community colleges, state universities or HBCU's
- ✓ Establish **Boolean search strings** for diversity finds on LinkedIn

Step 4: Standardize your processes – Use Structured Interview Guides and Scorecards in the candidate screening and interview process

- ✓ **Use Structured Interview Guides**
- ✓ **Develop Scorecards**
- ✓ **Diversity on your hiring panels**
- ✓ **Provide interview coaching and prioritize candidate experience**

Step 5: Evaluate your diversity hiring metrics and hold your teams accountable.



Question #3:

What is one thing you can commit to create a more equitable and inclusive hiring process at your organization?

Creating a Culture of Belonging is KEY to Hiring and Retaining Diverse Talent

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



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

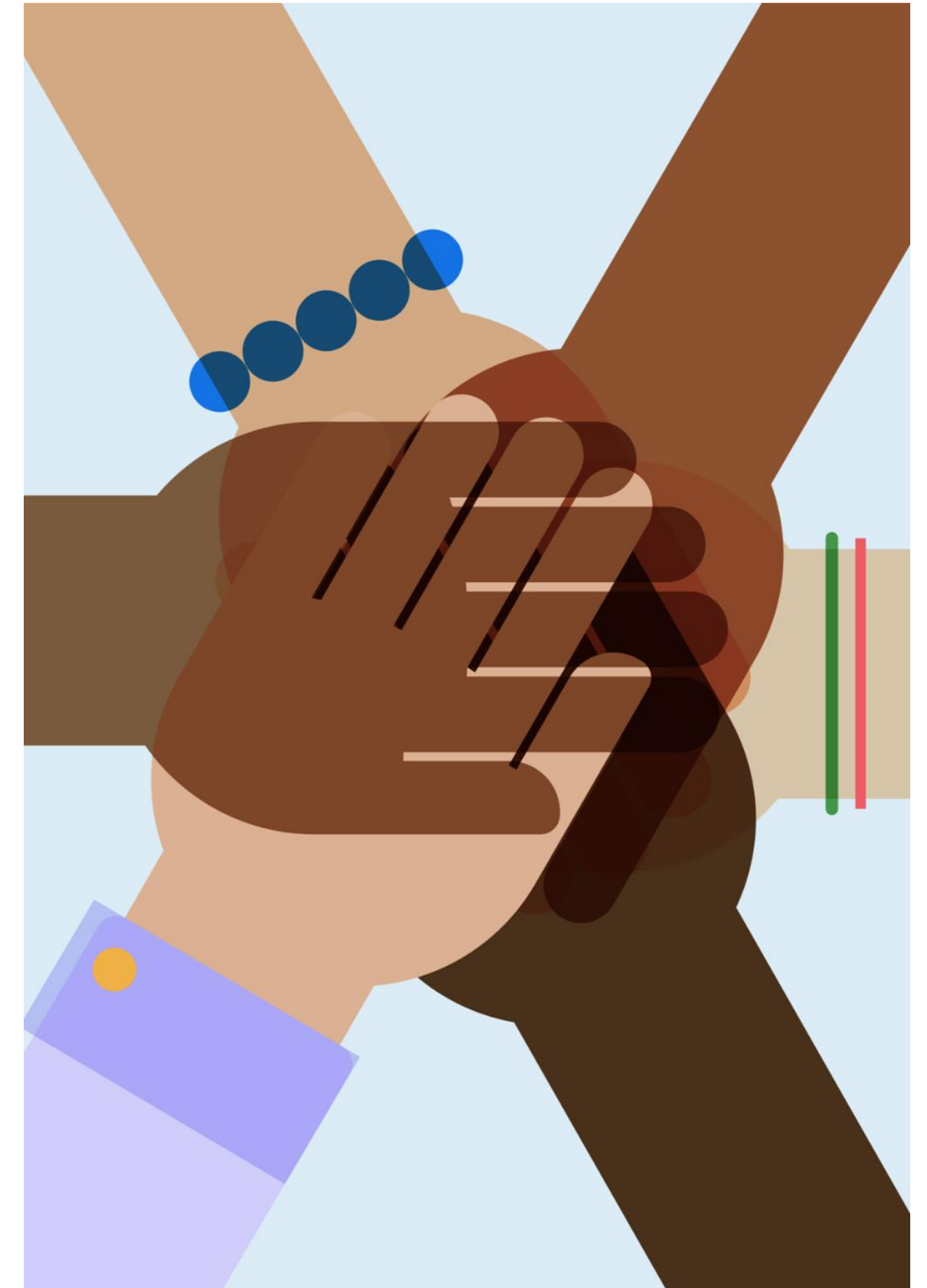
76%
more engaged


50%
more productive

50%
more likely to stay

4 Key Shifts for a more Inclusive Workplace

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



A colorful illustration featuring a central globe. Surrounding the globe are various icons representing business and education: a person at a whiteboard, a person with a briefcase, a person with a laptop, a person with a stack of books, a person with a pen, and a person with a stack of papers. The background is a light, textured grey.

"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."

Thank You.

Any Questions?

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