



DIVERSITY & INCLUSION: A ONE PAGE REVIEW

Defining Diversity & Inclusion

- Diversity: understanding, accepting, and valuing differences in races, ethnicities, genders, ages, etc. and differences in education, skill sets, experiences, etc
- Inclusion: a collaborative, supportive, and respectful environment that increases the participation and contribution of all employees
- Diversity and inclusion: a company's mission, strategies, and practices to support a diverse and inclusive workplace and leverage its effects

Talent Acquisition's Most Pressing Issues

1

Recruitment of diverse employees

2

Retention of diverse talent

3

Developing a robust pipeline of diverse talent

4

Managing cross-generational issues

4 Strategies You Can Start Implementing Today

- Create a strategy at the CEO/COO/CHRO level
- Integrate D&I strategies into recruitment, performance management, leadership assessment, and training
- Create behavioral standards and hold leaders accountable for results
- Create an external scorecard to measure progress for recruiting, promotion rates, compensation, and turnover

Metrics to Evaluate Your Success

- Employee productivity
- Employee morale
- Employee turnover

Metrics to Hold Your Team Accountable

- Performance reviews
- Bonuses
- Business/department reviews

INTERESTED IN LEARNING MORE?

We would love to chat with you!

Let's Chat!


3.7X

Increase recruiter efficiency by 3.7X
and maximize your quality of hire!