Hiring a More Diverse Workforce
Diversity is more than a box to check.

Everyone deserves a fair chance.

“ Invite me to the party and ask me to dance… ”
...AND play my favorite song!"
Agenda

• Personal Background

• Benefits of a Diverse Organization

• How to Attract Diverse Talent

• Cultivating a Diverse Organization
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Diverse Organizations...

1. Increase profit
2. Drive innovation
3. Widen talent pool
4. Improve productivity and performance
5. Attract and retain talent
Gender is not the only side of the story. Racially diverse executive teams provide an advantage of 35% higher EBIT.

Companies with more culturally and ethnically diverse executive teams were 33% more likely to see better-than-average profits.
Drive Innovation.

New Perspectives
Increased Creativity
Empower and Engage Employees
Millennial and Gen Z generations are the most diverse in history - only 56% of the 87 million millennials in the country are white, as compared to 72% of the 76 million members of the baby boomer generation.

2020 Glassdoor study found that 76% of employees and job seekers report a diverse workforce is an important factor when evaluating companies and job offers.

Widen your talent pool.
A strong, homogeneous culture can stifle natural cognitive diversity due to the pressure to conform. If employees don’t feel like they can be themselves at work, they’re more likely to fear rejection and not produce their best work.
Attract and retain talent.

Create an environment where people can be who they are; a place that values their unique talents and perspectives, and makes them want to stay.
How to attract diverse talent.

1. Define what diversity means to your organization
2. Create inclusive job descriptions
3. Conduct blind resume reviews
4. Assemble diverse interview panels
5. Retain your current diverse talent
What does diversity mean to the organization?
Inclusive Job Descriptions

Blind Resume Reviews

Diverse Interview Panels
Retain your current talent.
Educate
Communicate
Train
Mentor
Flexibility
Key Takeaways

• Diversity is proven to positively impact profit
• Diverse organizations widen their talent pools
• Clearly define what diversity means to your organization
• Educate and communicate with your organization
References


