From Good Intentions to Lasting Impact

Business leaders at the smallest startups to the biggest global corporations have publicly committed to taking action against bias and discrimination in their own workplaces. What’s holding them back?

They’re Barely Scratching the Surface

Many organizations are missing out on the most basic opportunities to share their commitment to building a diverse and inclusive workforce with potential applicants.

**Action Item**

Assign executive and senior leaders specific goals for building a pipeline of diverse talent.

They’re Working Without a Plan

Many employers’ recruitment plans are neither strategic nor specific enough to move the needle.

**Action Item**

Develop a partnership between TA, Marketing, and D&I to create content that highlights values, culture, and diversity.

Budgets Haven’t Budged

Employers aren’t adequately funding their D&I initiatives in line with their publicly stated goals. Meaningful progress requires aligning investment with intent.

**Action Item**

Invest in alternative sourcing strategies to attract diverse talent.

Bias Keeps Creeping In

Fair hiring processes add perspective, consistency, and structure to the hiring process, ensuring that all hiring touch points minimize bias. However, many employers have yet to adopt known best practices for minimizing bias in recruitment and promotion.

**Action Item**

Vet your interview scorecards and questions with underrepresented team members who are currently in the role.

For more insights, our favorite D&I success stories, and actionable tips, read the full report.