Equality, Diversity & Inclusive Recruitment

Member Events

dcm THE LEARNING EXPERTS

Facing the Facts

Employers are increasingly coming to recognise the strong business case for improving the level of diversity and inclusion within their workforce.

What do you think is leading Business to this Conclusion?

Equality

Equality is about creating a fairer society where everyone can participate and has the same opportunity to fulfil their potential. Equality is backed by legislation designed to address unfair discrimination based on membership of a particular group

Diversity

Diversity is the mosaic of people who bring a variety of backgrounds, styles, perspectives, values and beliefs as assets to the groups and organisations with whom they work and interact

Inclusion

Inclusion is the complete acceptance and integration of **all,** regardless of their diversity or background this proactively leads to a sense of belonging, engagement, progression and full participation within the organisation.

Understanding Why Diversity is So Important

85%

of employers say increasing diversity in their workforce is a priority

1 **73%** of employers say diversity encourages creative and innovative thinking

2 **67%** believe that diversity is important so that their workforce can reflect the community they operate in

3 **54%** say diversity is crucial to ensure that they are doing business ethically

4 **51%** believe diversity helps introduce staff with unique skills into the workforce

45%

of employers do not

monitor employee diversity

Developing an inclusive business culture

Partnerships for Diversity

Creating a Collaborative Culture

Where does the responsibility sit within the business?
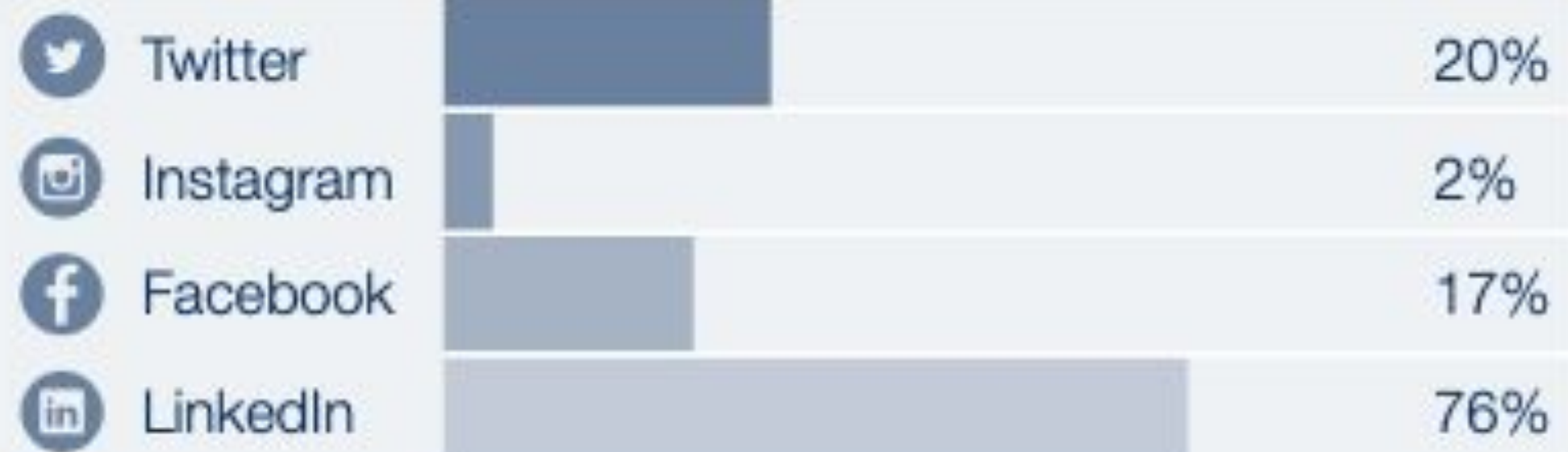
56%

Senior Management

35%
HR

9%
Marketing

Helping Diverse Candidates Find Your Company

Use of social media for recruitment

Twitter		20%
Instagram		2%
Facebook		17%
LinkedIn		76%

21% of employers do not ask recruitment consultants to provide a diverse shortlist

Proofing tools

Considered useful		54%
Used by employers		17%

Unitive   textio

Web crawler software

Considered useful		31%
Used by employers		7%

entelo   Connectifier

Gamification techniques

Considered useful		39%
Used by employers		9%
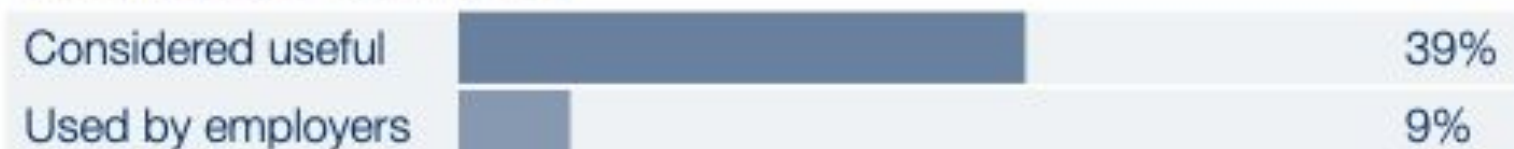
picnic   gamification   ARCTICSHORES

Accessible website

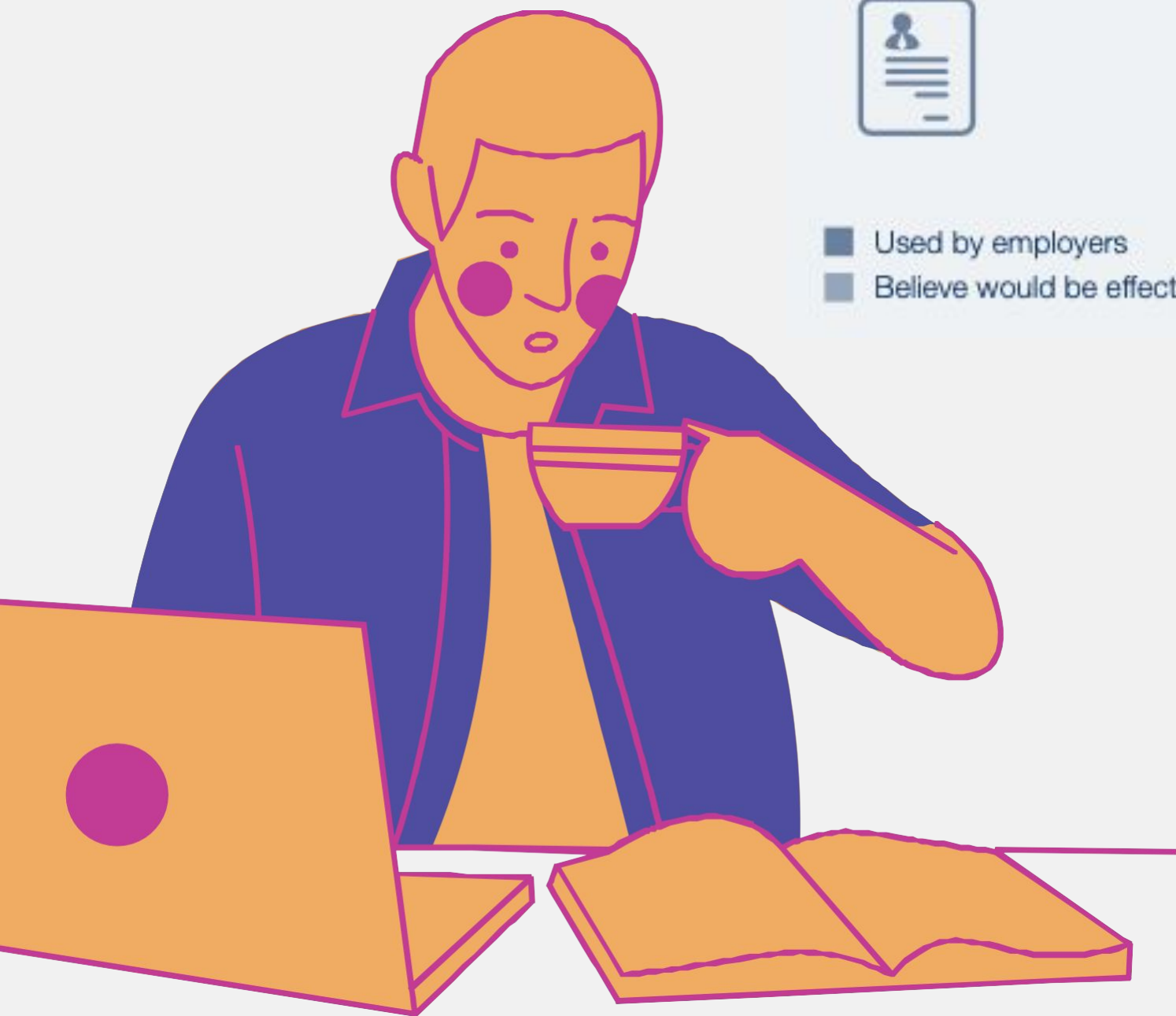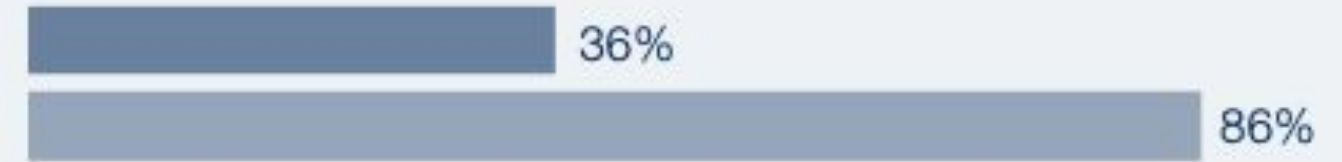|		
Considered useful		72%
Used by employers		37%

45%

of employers believe their current recruitment tools are ineffective at helping a diverse range of candidates find their company
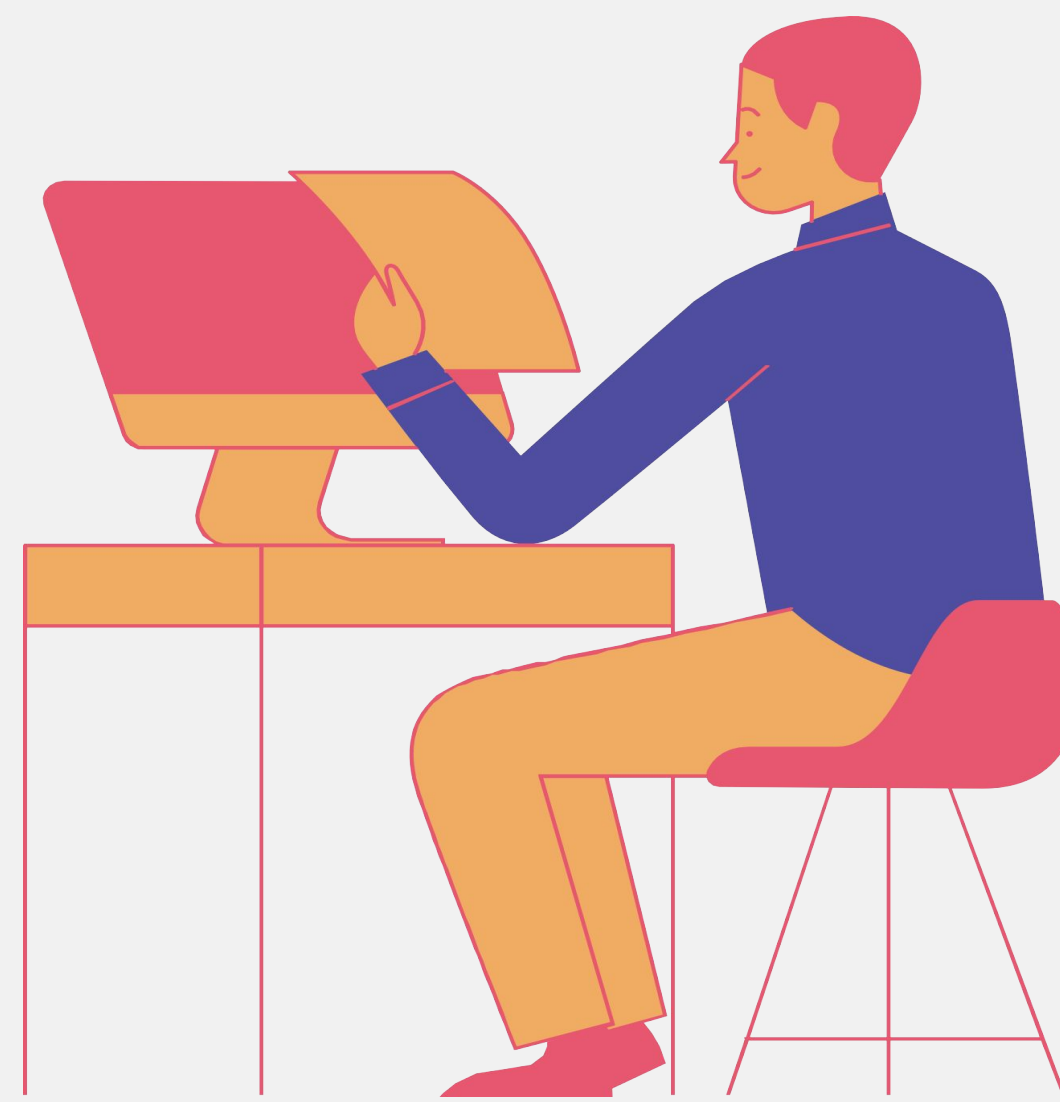
Anti-bias training for managers — 36%, 86%

Range of stakeholders assessing CVs — 22%, 68%

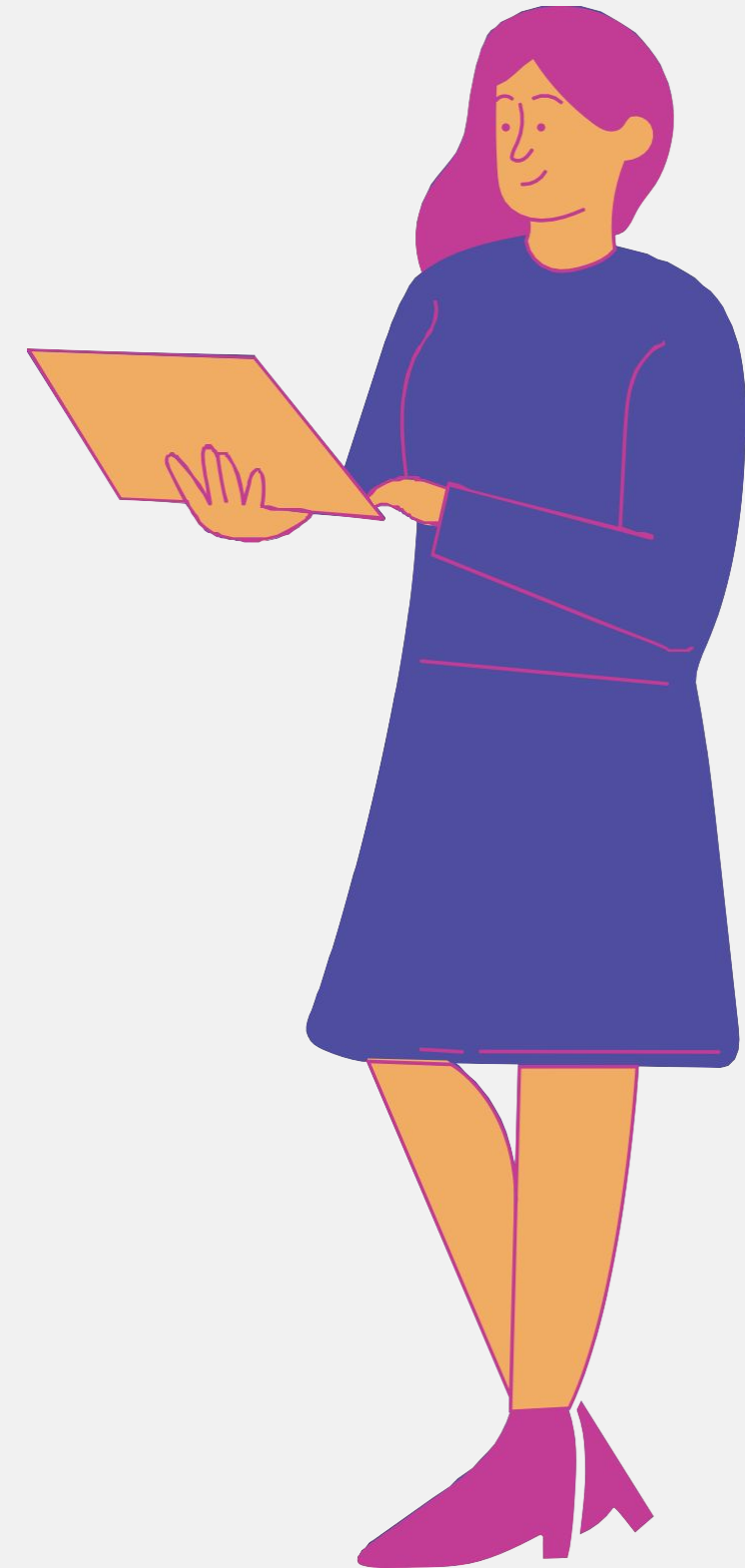Removing personal information from CVs — 17%, 76%
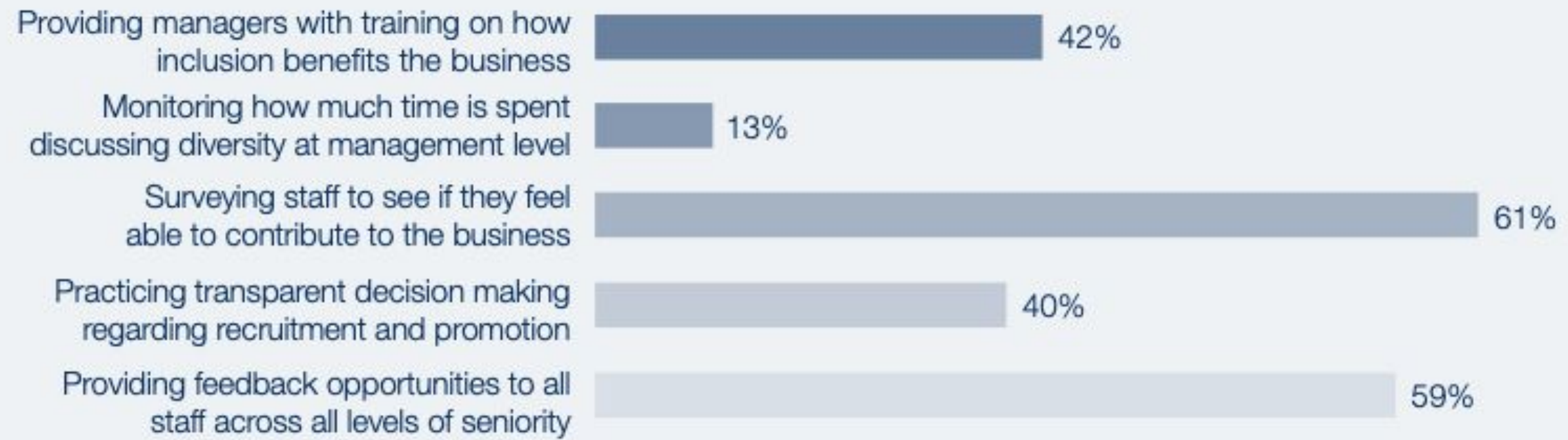
Used by employers
Believe would be effective

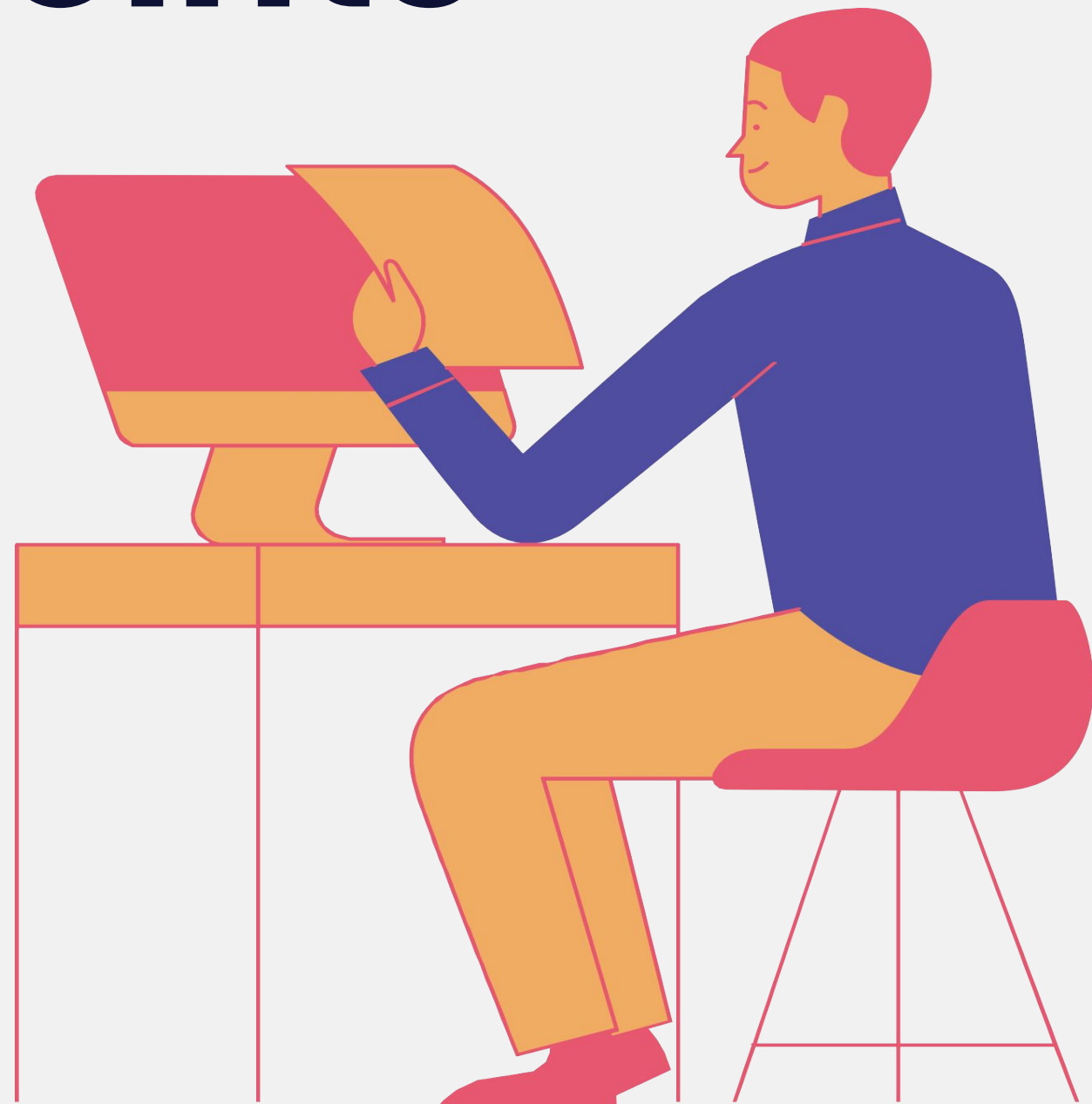# Reducing Unconscious **Bias**

Improving Diversity in
Leadership

Why is it difficult to improve diversity in leadership?

The Key to success:
Collaboration in a Diverse Workforce

Providing managers with training on how inclusion benefits the business	42%
Monitoring how much time is spent discussing diversity at management level	13%
Surveying staff to see if they feel able to contribute to the business	61%
Practicing transparent decision making regarding recruitment and promotion	40%
Providing feedback opportunities to all staff across all levels of seniority	59%

Take away points

Recognise the value of diversity

Collaborate to build a diverse strategy

Be prepared to open up new recruitment channels

Consider which tools can help connect with diverse talent

Take steps to counter unconscious Bias

Develop strategies to achieve diversity across all levels

Encourage cooperation and collaboration