TALKING TALENT WEBINAR

# DATA AND DIVERSITY: TECHNOLOGY FOR ACHIEVING YOUR DE&I GOALS

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TALKING TALENT WEBINAR

# DATA AND DIVERSITY: USING TECHNOLOGY TO ACHIEVE YOUR DE&I GOALS

PRESENTER

**ELIZABETH KARKULA**

Associate Product Manager

PRESENTER

**JASON KAPLAN**

IT Manager of Business Intelligence

HOST

**NICOLE FUQUA**

Host, Talking Talent Podcast and Webinars


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# ARE YOU ACHIEVING YOUR DE&I GOALS?

## HOW DO YOU KNOW?

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# DIVERSITY, EQUITY AND INCLUSION: PROGRESS IN ACTION

Organizations with diverse management teams have **19% higher revenues** due to innovation. (Boston Consulting Group)

Inclusive teams improve team performance by up to **30% in high-diversity environments** (Gartner)

Although almost all companies have programs in effect, only **25% of employees** from diverse backgrounds feel they have personally benefited from them. (Boston Consulting Group)

Corporations that embrace gender diversity on their executive teams have a **27% greater likelihood of outperforming** their peers on longer-term value creation. (McKinsey)


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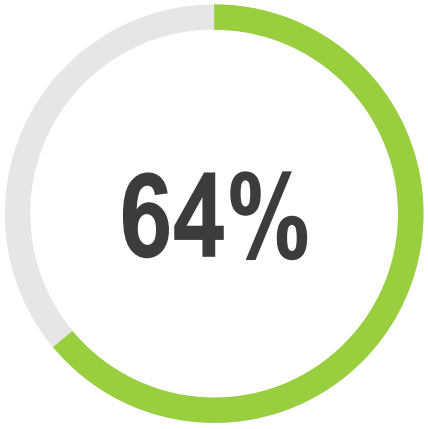
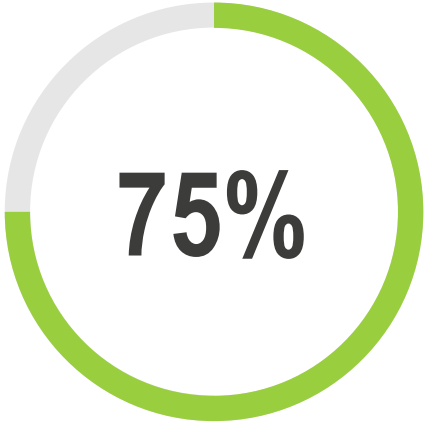
# SO, WHO IS RESPONSIBLE FOR DE&I?

In 59% of organizations, HR and talent acquisition oversee diversity efforts




In 64% of organizations, HR and talent acquisition are tasked with implementing diversity initiatives




More than 75% of applicants say the experience during a recruitment process is an indicator of how a company treats its employees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# ASSESSING YOUR DE&I PROGRAMS

| | BEGINNER | INTERMEDIATE | ADVANCED | LEADING |
|---|---|---|---|---|
| **DIVERSITY FOCUS** | Visible diversity | Visible and invisible diversity | Multi-dimensional and intersectional | Full-spectrum of diversity |
| **LEADERSHIP'S ROLE** | Limited responsibility | Some responsibility | Full accountability | Change agents |
| **DIVERSITY RESOURCES** | No/limited diversity resources | Some diversity resources | Enterprise-wide diversity resources | Enterprise-wide diversity resources |
| **STRATEGY** | Reactive strategy | Proactive strategy | Transformational strategy | Sustainable strategy |

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# OPTIMIZING DIVERSITY SOURCING

## DATA TO GATHER

- Candidate self identification
- Sourcing channel
- Campaigns as sources
- Tracking the candidate from apply to hire

## GOALS

- Determine sourcing channels that produce strong candidates from underrepresented groups
- Adjust your spend to maximize applicant diversity
- Measure the success of your diverse campaigns and recruiting strategies

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# IDENTIFYING BARRIERS IN YOUR PROCESS

## DATA TO GATHER

- Candidate and hire self identification
- Candidate progress through the recruitment funnel
- Reason for candidate rejection
- Recruiter and hiring manger trends

## GOALS

- Identify where candidates from underrepresented groups are dropping out of your interviewing and screening process
- Adjust to reduce unconscious bias

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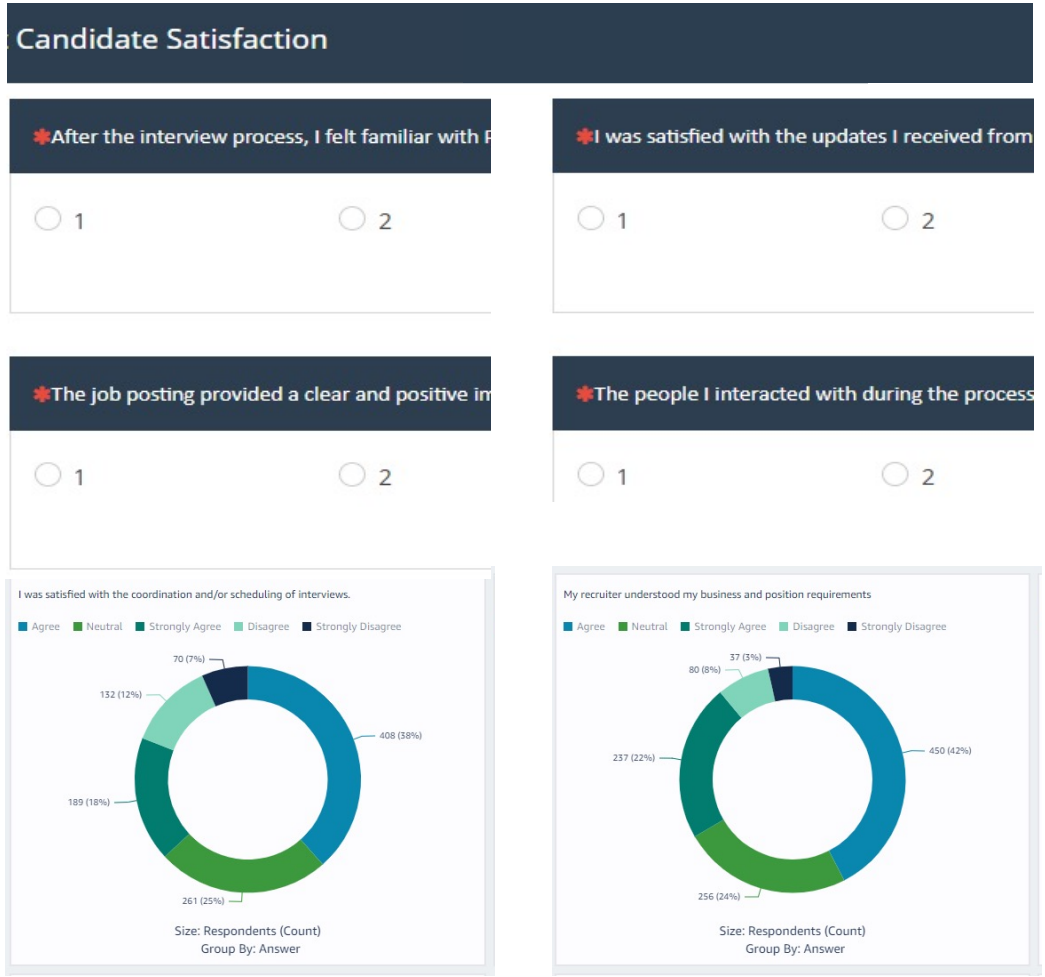
# IMPROVING INCLUSION THROUGH SURVEYS

## DATE TO GATHER

- Candidate and hire self identification
- New hire survey responses
- Onboarding survey responses
- Candidate survey responses

## GOALS

- Identify and remove barriers in your hiring process
- Identify and remove barriers in your onboarding process
- Measure employee engagement and inclusion





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# FINDING THE RIGHT PARTNER AND TECHNOLOGY

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# Q&A


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# LEARN MORE


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PeopleScout, a TrueBlue company, is the world's largest RPO provider managing talent solutions that span the global economy, with end-to-end MSP and talent advisory capabilities supporting total workforce needs. PeopleScout boasts 97% client retention managing the most complex programs in the industry. The company's thousands of forward-looking talent professionals provide clients with the edge in the people business by consistently delivering now while anticipating what's next. Affinix™, PeopleScout's proprietary talent acquisition platform, empowers faster engagement with the best talent through an AI-driven, consumer-like candidate experience with one-point ATS and VMS integration and single sign-on. Leveraging the power of data gleaned from engaging millions of candidates and contingent associates every year, PeopleScout enhances talent intelligence for clients across more than 70 countries with headquarters in Chicago, London and Sydney and global delivery centers in Charlotte, Toronto, Montreal, Bristol, Krakow, Gurgaon and Bangalore.


**GLOBAL HEADQUARTERS**
404 W Harrison St.,
Suite 400S
Chicago, IL 60607
United States

**EMEA HEADQUARTERS**
265 Tottenham Court Road
London, W1T 7RQ UK
United Kingdom

**APAC HEADQUARTERS**
Level 7, 44 Market Street
Sydney NSW 2000
Australia


For more information please visit www.peoplescout.com.


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