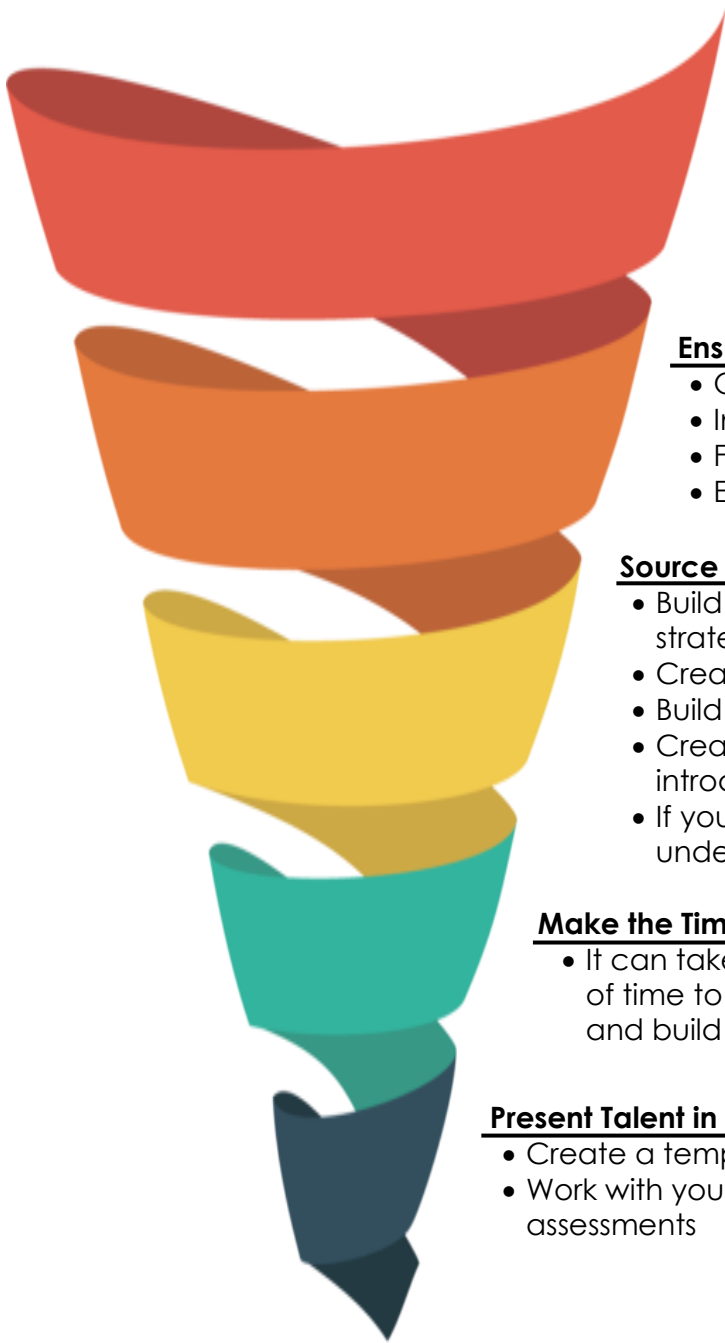




R3 Strategic Search

Top 5 Actions to Ensure a Diverse Candidate Slate



Educate the Hiring Team at the Start of the Search

- All decision makers should be present
- Talk through process – understanding effort and timelines is key
- Agree on expectations
- Identify potential bias; explain what it looks like

Ensure Your Job Requirements Don't Discriminate

- OFCCP compliance
- Inclusive language
- Former employer pedigree
- Education

Source Far and Wide

- Build a deliberate, passive talent sourcing strategy
- Create broad lists of target sourcing companies
- Build and utilize Boolean search strings
- Create referral programs that incentivize introductions to underrepresented talent
- If you post jobs, leverage sites that target underrepresented talent

Make the Time Investment

- It can take anywhere from 2x to 5x the amount of time to uncover underrepresented talent and build diverse slates

Present Talent in a Consistent, Objective Format

- Create a template for presenting talent
- Work with your hiring teams to review assessments

For a complimentary review of your diversity recruitment practices or to discuss how R3 can help you find more diverse talent email info@r3s2.com