

FACT SHEET

PeopleScout Talent Advisory: Diversity, Equity & Inclusion Consulting



Finding Strength in Differences

Diversity, equity and inclusion (DE&I) are top of mind for talent leaders, including all of us at PeopleScout. While much progress has been made, there's still work to be done.

Regardless of the current state of diversity and inclusion within your organization, we'll help you gain a better grasp of where you are, where you need improvement and how to find the right path forward.

Through our proprietary DE&I Maturity Index, PeopleScout helps our clients to create recruitment experiences that let employees from underrepresented groups perform at their best. We transform data into action, helping you explore ways to reduce unconscious bias, boost retention and attract diverse talent.

Benefits of Improving DE&I

Employees with diverse backgrounds bring their unique perspectives, ideas and experiences, helping to create organizations that are resilient and effective—and outperform organizations that do not invest in diversity.

30%

Companies with more than 30% female executives are more likely to outperform companies where the percentage ranged from 10% to 30%.

36%

Top quartile companies for ethnic and cultural diversity outperformed those in the fourth quartile by 36% in profitability.

20%

Cognitive diversity can enhance team innovation by up to 20%.

\$2B

In the U.S., research suggests the economy could unlock an additional \$12T in GDP if the gender gap was narrowed by 2025—and \$2B in potential revenue.

PeopleScout's Unique Approach to DE&I

PeopleScout's proprietary model for addressing DE&I challenges, the DE&I Maturity Index, is designed to help you understand how mature your approach is to attracting and recruiting potential candidates from underrepresented groups. On a four-point sliding scale, we evaluate how well your recruitment process is performing against your DE&I goals. We then plot your organization on the Maturity Index and provide actionable recommendations for improvement.

The DE&I Maturity Index is comprised of three audits:



Employer Brand
& Communications



Accessibility



Assessment

These audits can be purchased individually, or together, to provide a more holistic picture.

DE&I Maturity Index: Employer Brand & Communications

Assess the quality of your employer brand and communications across the candidate lifecycle, including:

- Careers/recruitment site
- Social media
- Up to four job descriptions and their equivalent job ads
- Selection of communications sent to candidates during the application process

Each channel is scored using our a specially developed scoring guide. Plus, you receive an overall score plotted on the Maturity Index along with a set of recommendations for improvement.

DE&I Maturity Index: Accessibility

Judge the accessibility of your recruitment-related content for candidates reliant on touch or with visual or hearing impairments. This work focuses on a review of the careers/recruitment site only.

You receive a set of specific recommendations to your your content more easily available to potential candidates with physical disabilities.

DE&I Maturity Index: Assessment

Audit of inclusion within recruitment processes and practices and the implications for hiring from underrepresented groups, including:

- Stages of the process
- Assessment methods

You receive an overall score plotted on the Maturity Index along with a set of recommendations to mitigate against unconscious bias in the selection process.