

Diversity in the workforce:

More perspective, more productivity



Diversity in the workforce is much more than a talking point. In fact, there is a direct correlation between the diversity of a workforce and the breadth of its perspective.

Diverse workforces are also more productive. That's why employers should actively seek ways to recruit candidates into the workforce from different backgrounds in terms of race, gender, age, disability, sexual orientation, religion, marital status, and many other characteristics.

If you always hire from the same background, you're never going to stand out from the crowd.



of execs consider "ensuring diversity in the workforce" to be important to their organizations1



of executives currently feel that their diversity efforts are ineffective²



Companies in the top quartile for gender, racial, or ethnic diversity have returns 15% to 35% higher than companies in the bottom quartile³



Companies with more diverse management teams have 19% higher revenue4





A better company reputation



Higher innovation



Increased creativity



Lower attrition rates



Consider these tactics when looking to boost diversity and inclusion in your workforce:



Implement a masked screening process for talent acquisition



the progress of diversity and inclusion efforts

Create meaningful benchmarks for **measuring**



honestly about cultural issues that might affect performance or productivity.

Gather employees regularly to talk openly and



and celebrate diversity initiatives

Establish diversity and inclusion as an ongoing

Develop initiatives and hold events that advocate



practice that is everyone's responsibility









to overcome selection bias as you build your talent network.

In addition to everything else you're doing to promote diversity in your workforce, it's important

ways to avoid bias in recruiting:

These are some of the top

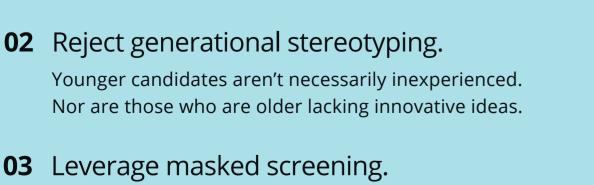
A strong culture of diversity, inclusion, and belonging will

01 Create a culture of inclusion.

carry over into hiring practices—and boost your bottom line. Use Al to measure your diversity efforts in detail and in real time.

Al can pull candidates based solely on their qualifications for the job, regardless of race, gender, age, sexual orientation,

disabilities, and other characteristics. **04** Demand differences.



Look beyond your typical network, and then celebrate



who you discover. Embed accountability for recruiting more diverse candidates into your hiring process.

To gain a new perspective on workforce diversity, contact us: https://eightfold.ai/contact-us