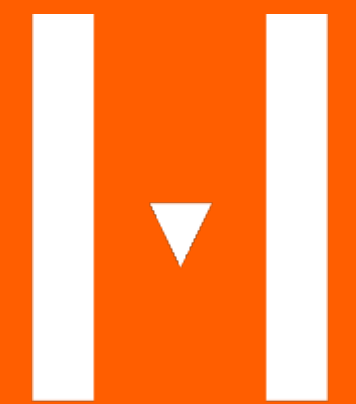


The Hopkins Group

A People Workplaces Company

SHERYL ELLIS
Senior HR Consultant



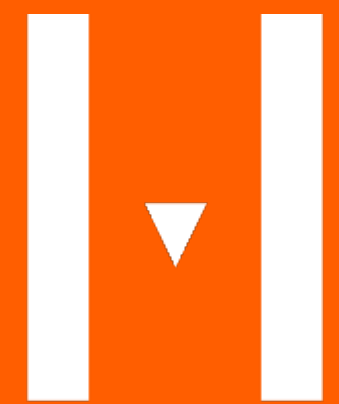
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Recruit, Interview, Hire and Retain

Through a DE&I Initiative



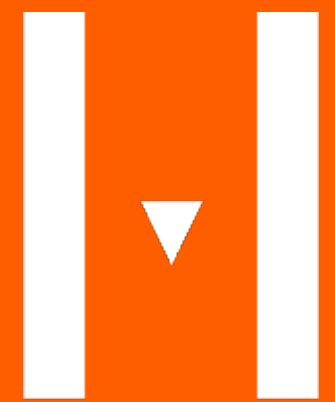
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What is Diversity, Equity and Inclusion? (DE&I)

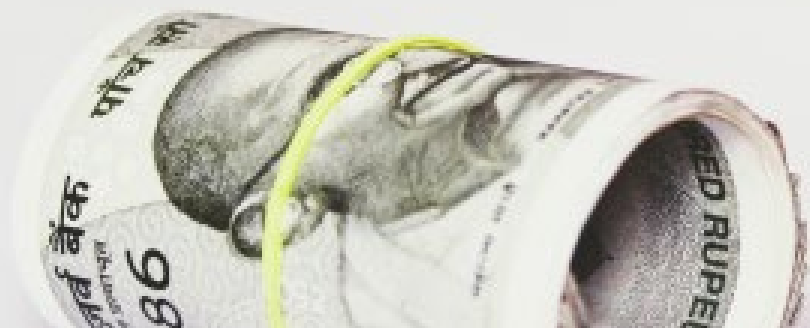
- Diversity: The presence of differences within a given setting. In the workplace, that can mean differences in race, ethnicity, gender, gender identity, sexual orientation, age and socioeconomic class.
- Equity: The act of ensuring that processes and programs are impartial, fair and provide equal possible outcomes for every individual.
- Inclusion: The practice of ensuring that people feel a sense of belonging in the workplace. This means that every employee feels comfortable and supported by the organization when it comes to being their authentic selves.



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DE&I is *NOT* Just About “The Right Thing to Do”

Business cases



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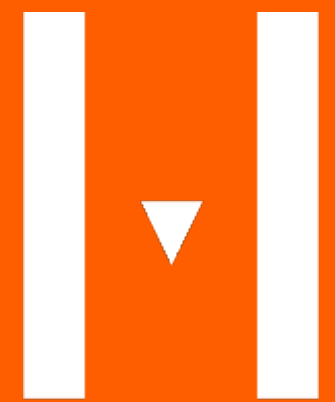
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- According to a [Josh Bersin study](#), highly inclusive organizations generate 2.3x more cash flow per employee, 1.4x more revenue, and are 120% more capable of meeting financial targets. Inclusivity = revenue.
- In 2009, the **American Psychological Association** published, [Diversity Linked to Increased Sales Revenue and Profits](#). Companies reporting the highest level of racial diversity brought in nearly 15x more sales revenue on average than those with the lowest levels of racial diversity
- In 2018, [Accenture](#) reported, companies that adopted best practices for employing and supporting people with disabilities outperformed their peers on average: 28% higher revenue (\$50B vs. \$39B), 2x the net income (\$5.7B vs. \$2.7B), 30% higher economic profit margins (16% vs. 12%), 2x as likely to have stronger shareholder returns! (43% vs 14%)



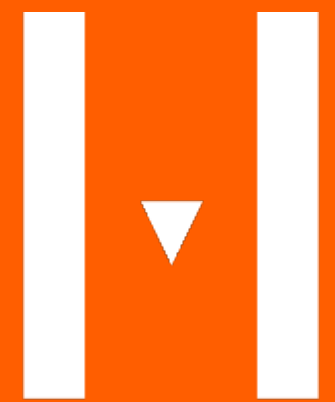
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- 1. Recruit individuals outside of the “norm”**
- 2. Create Inclusive Job Descriptions**
- 3. Widen your search to include diverse groups and pools of talent**
- 4. Inclusively design your application process**
- 5. Introduce “Blind Auditions” into your hiring process**



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6. Evaluate screening and selection procedures.
7. Diversify the selection Committee
8. Provide Reasonable Accommodations
7. Prepare for an inclusive interview
8. Inclusive interviews:
 - ✓ Set the right tone
 - ✓ Ask the right questions
 - Online interview considerations



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Questions?

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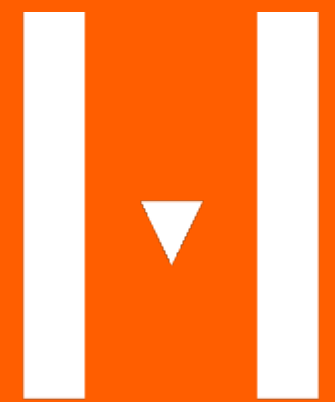
Sheryl Ellis, Senior HR Consultant

[linkedin.com/in/sherylellis/](https://www.linkedin.com/in/sherylellis/)

Direct : 1-844-621-5941 ext. 1007

<https://hopkinshr.com/>

Toll free 1-888-694-7647



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