

# INCLUSIVE HIRING

## WHAT YOU NEED TO KNOW

### WHAT IS **INCLUSIVE HIRING**?

Inclusive hiring involves fair and accessible recruitment processes for individuals from all backgrounds. It acknowledges diverse strengths and aims to eliminate barriers, ensuring equal opportunities for success.



### KEY AREAS OF **INCLUSION**

Inclusive hiring takes a broad approach, including:

- Gender
- Disability
- Ethnicity
- Socioeconomic background
- Neurodiversity

### COMMON **BARRIERS**

Many traditional processes can unintentionally exclude talent, such as:

- Overly rigid job requirements
- Unconscious bias in decision-making
- Inaccessible application or interview processes
- Inflexible interview formats
- Lack of opportunity to request adjustments
- Lack of support after the hire is made.



Small, **practical** changes can make an impact. Begin by **assessing your current processes** to identify and eliminate barriers with our helpful resources.