

Across industries and organizations Diversity & Inclusion has become a strategic imperative. For most, it is difficult to know how and where to start to bring this critical strategy to life. Talent Acquisition can help navigate and Jobvite has taken a leadership role in providing the features and services to help your team turn theory into practice.

Diversity and Inclusion is not a destination, it's a journey. This journey requires people, process, and technology to work together to mitigate conscious and unconscious bias where possible, create opportunities for underrepresented communities, and build strong teams based on talent wherever it is found.

Building a more diverse workforce begins with how your employer brand attracts and connects with job seekers of all ages, races, ethnicities, genders, identities, sexual orientations, locations, and abilities. Conscious and unconscious hiring bias can have deep roots; accordingly, it is not something that technology alone can solve. That's why the Evolve Talent Acquisition Suite offers a unique combination of technology and services to help our customers build a more diverse pipeline of talent strategically.



The Pack Includes:

<p>Diversity Focused Candidate Experience</p> 	<p>DE&I Content Solution</p> 	<p>Bias Blocker</p> 	<p>Job Description Grader <i>(Complimentary Tool)</i></p> 	<p>Track & Measure Progress</p> 
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Benefits of the DE&I Bundle

1. Broaden your reach with diverse audiences
2. Create an inclusive and engaging Candidate Experience for DE&I prospects
3. Decrease bias in your review process
4. Decrease bias in your job postings
5. Save money by targeting source channels that best attract diverse candidate pools
6. Build an inclusive Employer Brand.



Diversity Focused Candidate Experience

With support from the Jobvite Services team and through the use of preconfigured templates, create and publish a DE&I landing page. This page also provides up to 5 Affinity Group landing pages to help tell your organizations DE&I story to prospects.

- Capture diverse applicants
- Communicate with affinity groups to provide insight into your culture
- Link directly to your existing site and provide measurable results



Attract and Engage More Diverse Job Seekers

Jobvite will help you create and host content that engages more diverse talent and conveys an employer brand that lives by its value of an inclusive workforce. Our offering includes:

- Creating and hosting career site pages that embrace and promote inclusion strategies and programs
- Publishing blog and video content
- Building and launching email and social campaigns



DE&I Content Solution

For most HR organizations, curating and producing content is difficult given limited resources. Jobvite helps solve this by providing services support to help curate employee stories that are then developed and produced for use across multiple channels including your career site, social channels, blog, company communications, etc.

- Personalize your DE&I Employer Brand by allowing employees to share their unique stories
- Promote visibility and inclusion across your organization and show prospects how their experience will feel
- Save time and money by guided distribution to the channels most likely to appeal to your target D&I audiences



Bias Blocker

For critical roles, Recruiters will want to remove any unconscious bias from the Hiring Manager review process. Resumes from third parties can be sent to Jobvite for de-identification as well. Key information is retained, and full resume visibility is restored later in the process as required. The resume will be intelligently de-identified with key information retained resulting in bias being removed from the early decision-making process.

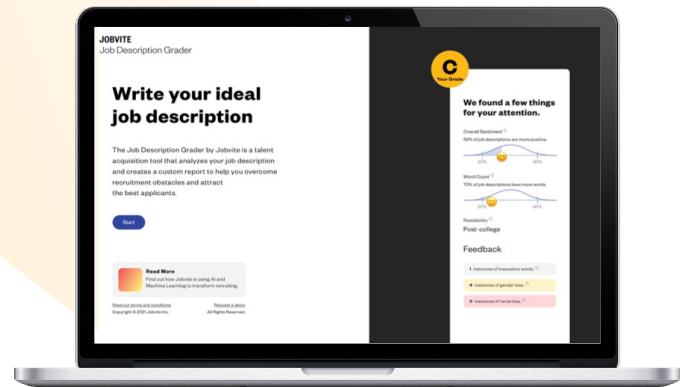
- Ideal for low volume, high-visibility roles
- Reduces the impact of unconscious bias
- Ensures a fair and transparent review process



Job Description Grader

Job Description Grader by Jobvite is a research based analytical tool that combines AI, data science and industry benchmarks with current DE&I best practices to deliver insight into your job postings. This free TA tool promises to help you develop more inclusive job descriptions. The result:

- Increased applicant volume
- Reduced time to hire
- More diversity in your candidate pool



Track and Measure Progress to Optimize Process

Track and report on the diverse demographics of candidates and effectiveness of D&I initiatives.

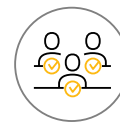
- Identify the best sources for diverse talent
- Understand the effectiveness of D&I content to attract and engage a diverse audience
- Report on talent pool engagement by gender, ethnicity, and job category
- Track and report on the progression of diverse applicants through the recruiting process



Your organization benefits from innovation and improved performance as a result of a more diverse workforce.



Your TA team gains critical insights to mitigate unconscious bias in the recruiting and hiring process.



Your candidates and employees all feel welcomed and included by your employer brand.