

How To Improve Workplace Diversity Through Your Hiring Process



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Hiring is complicated, whether you're handling the initial stages of head-hunting, managing first and second-round interviews, shortlisting, or making a final decision. This is tricky because it's *crucial* that the best candidate finds their way into the role — something that doesn't always happen, even at this point.

The idea of building diversity in the workplace isn't exactly groundbreaking in 2022, but you'd be forgiven as an employer for being confused about how best to approach its promotion. After all, discrimination in all its forms is what we're trying to avoid — both in its negative *and* positive expressions.

How then, as a hiring manager, can you most effectively build diversity while hiring in a fair and impartial manner? Below, we'll provide an overview of some of the ways in which you can mold your hiring process around building diversity.

Look to broaden your workplace culture

When searching for your next team member, it's tempting to pick a candidate that fits in with the culture already established within your company. Is your team predominantly composed of young men who enjoy going drinking after work? Perhaps most people in your department have university degrees or were privately educated.

A workplace monoculture can often become self-perpetuating. There's a fear among hiring managers that recruiting from outside of this predetermined circle would rock the boat, causing unrest and disharmony. To improve this, we would suggest shifting your mindset. Think of recruitment as a chance to *add* to your workplace culture, as opposed to diluting it.

The number of companies who have opened their doors to candidates who may previously have been denied opportunities is steadily growing. For example, [Google no longer requires its candidates to have a degree](#). Nor does Apple or IBM (and there are more).

Broaden your horizon by considering the under-represented and overlooked members of society: a diverse workforce can bring plenty to the table, so it's well worth casting a wider net by getting rid of arbitrary requirements.

Consider hiring remotely

In the post-pandemic age, [remote working is more accepted than ever](#). Crucially, this has made it possible for the average employer to source talent from much farther afield than the commuting radius of its HQ. Importantly, the advent of high-speed internet (along with its wide global availability) means that employers aren't limited to hiring freelancers or uprooting new recruits' lives by requiring them to move overseas.

Instead of limiting yourself to just a small section of the country, why not open recruitment up to the entire world? An employer of record service (also known as an EOR service) sees a third-party corporation handle all the legal formalities — including HR and payroll tasks — so you can hire [talent from anywhere](#), bringing international diversity to your workplace.

Better yet, hiring remotely opens up the doors for candidates who aren't as capable of handling the daily commute. Those suffering from mobility issues will appreciate being able to work from the comfort and safety of their own homes, and will bring invaluable perspective to your business. Between bridging societal divides and removing physical barriers, remote working really should be an urgent priority for every modern business.

Make diversity your company mission

Everything your business does (including your hiring process) should be informed by your company's core values and manifesto. Want to improve? We recommend putting diversity and inclusion at the very top of your mission statement. Hold yourself accountable by ensuring that this statement is made visible on your company website and social media accounts and discussed with your current workforce.

It's important that everyone involved in the recruitment process is aware of the importance of diversity and inclusion too. Get everyone on the same page by creating a D&I committee. This way, strategies can be constructed to promote real, tangible change within your organization.

Going about things in such a structured way may seem stuffy and formal, but the greatest changes are often achieved through rigorous planning. Just try not to get caught in a trap of endless meetings and discussions: if you ensure that each meeting produces a list of key actions that are subsequently executed, you'll make fine progress.

Diversity and inclusion can be a tough topic, but difficult issues are often the ones most worthy of tackling. Don't shy away from the conversation. If you're still feeling confused or wondering where to start, consider taking the time out to educate yourself. Here at IWEC we offer a wealth of information on the topic, so you're certainly on the right track!