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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.

84%
of execs consider **"ensuring diversity in the workforce"** to be important to their organizations[1]

77%
of executives currently feel that their **diversity efforts are ineffective**[2]

35%
Companies in the top quartile for gender, racial, or ethnic diversity have returns **15%** to **35%** higher than companies in the bottom quartile[3]

19%
Companies with more diverse management teams have **19%** higher revenue[4]

Diversity in the workforce can lead to:

- 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

Create meaningful benchmarks for **measuring the progress of diversity** and inclusion efforts

Gather employees regularly to **talk openly and honestly about cultural issues** that might affect performance or productivity.

Develop initiatives and hold events that advocate and celebrate diversity initiatives

Establish diversity and inclusion as an ongoing practice that is everyone's responsibility

In addition to everything else you're doing to promote diversity in your workforce, it's important to overcome selection bias as you build your talent network.

These are some of the top ways to avoid bias in recruiting:

01 Create a culture of inclusion.
A strong culture of diversity, inclusion, and belonging will carry over into hiring practices—and boost your bottom line. Use AI to measure your diversity efforts in detail and in real time.

02 Reject generational stereotyping.
Younger candidates aren't necessarily inexperienced. Nor are those who are older lacking innovative ideas.

03 Leverage masked screening.
AI 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

1. What's Next For You: The Eightfold Path to Transforming the Way we Hire and manage Talent. pg. 87
2. What's Next For You: The Eightfold Path to Transforming the Way we Hire and manage Talent. pg. 87
3. https://eightfold.ai/blog/promote-inclusive-culture/
4. https://www.forbes.com/sites/annapowers/2018/06/27/a-study-finds-that-diverse-companies-produce-19-more-revenue/#62a3bee1506f

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