

Every Company Wants More Diversity—So Where Is It?

Executives have talked about diversity and inclusion for decades. They have hired diversity chiefs and sponsored conferences, educational programs, and employee groups. Their intentions are sincere and honorable. So how come their workforces don't yet match the diversity of their communities?

The simple truth is that unconscious biases still impact hiring. These subtle cues can result in very different treatment of individuals by age, gender, ethnicity, and other characteristics.

Companies want the performance benefits of diversity—and they want to show their commitment to social equity. Talk about diversity isn't enough anymore. The time for measurable, enterprise-wide action is now.

Eightfold® Drives Real, Sustainable, and Provable Diversity

Eightfold Talent Diversity helps companies turn talk into action.

The Candidate Masking feature hides all evidence of personal characteristics from decision makers. With this solution, companies can prevent unconscious bias from impacting candidates at critical stages of recruitment. Masking is proven to work, helping one company eliminate gender preference, and leading directly to 19% increase in hiring of women.

Eightfold also provides built-in Diversity Analytics, providing continuously updated data at a companywide and granular level.

Many aspects of traditional hiring have hindered diversity: job descriptions, recruitment from personal networks, and more. Eightfold's matching-based approach to talent overcomes these limits, finally making diversity a natural part of talent strategy.



Key Capabilities: Eightfold Talent Diversity

ATS and HRIS Integration. Centralize, de-dupe, clean, enrich, and update talent profiles.

Candidate Masking. Hides evidence of candidate personal characteristics including age, gender, ethnicity, and educational background.

Diversity CRM. Find and engage the candidates missed by keyword-based tools.

Diversity Analytics. Hiring funnels by EEOC category, filterable to the position level.

Equal Opportunity Algorithms. Recommendations from the Eightfold deep learning AI are proven unbiased by age, gender, and ethnicity.

Compliance. Meets SOC2 Type II security and GDPR privacy standards.



Eightfold Talent Acquisition

Find, engage, and hire qualified people with accurate matching and a built-in CRM

50%

Recruiter time savings overall

91%

Roles with pipelines filled instantly



Eightfold Talent Experience

Deliver a candidate-driven career site that boosts brand and improves applications

2x

Inbound applicants from career site

24%

Higher inbound candidate quality



Eightfold Talent Diversity

Prevent bias and track diversity hiring progress to make a measurable difference

19%

More hiring of female candidates

Zero

Bias by age, race, or gender in interviewing



Eightfold Talent Management

Enable internal mobility and career planning to retain top performers longer

81%

Increase in internal mobility

25%

Reduced attrition of top performers

Eightfold delivers the Talent Intelligence Platform, the most effective way for companies to identify promising candidates, reach diversity hiring goals, retain top performers, and engage talent. Eightfold's patented artificial intelligence-based platform empowers enterprises to turn talent management into a competitive advantage. Built by top engineers out of Facebook, Google and other leading technology companies, Eightfold is based in Mountain View, California.