



DIVERSITY & INCLUSION RECRUITMENT AUDIT



Innate Consultancy

DIVERSITY MAKES A BUSINESS SMARTER

Business success lies in bringing together individuals with diverse viewpoints, experiences, and backgrounds.



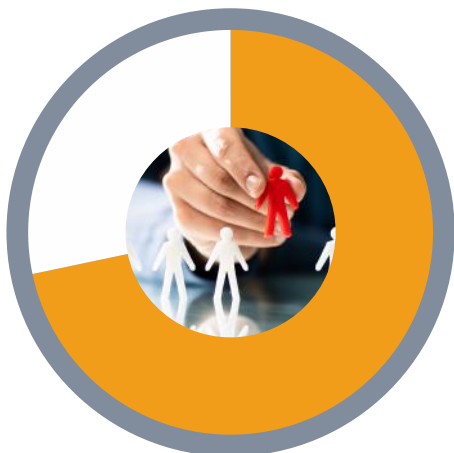
INCLUSIVE RECRUITMENT AUDIT

RESEARCH-BASED

CRITICAL ANALYSIS

ACTIONABLE
RECOMMENDATIONS

HOW DOES YOUR ORGANISATION STACK UP?



76% **JOBSEEKERS + EMPLOYEES**

consider workforce diversity a critical element when assessing potential employers and job opportunities.

BENEFITS OF AN INCLUSIVE RECRUITMENT AUDIT

- Get a clear baseline on where the organisation stands against best practice recruitment guidelines
- Reduce inclusivity barriers and biases that inhibit the success of diverse candidates and lead to a poorer candidate experience
- Improve the effectiveness of your recruitment process optimising your ROI and helping you to attract higher quality applicants

SO HOW DO YOU —

- Find talent from diverse backgrounds
- Enable a fair and objective recruitment process
- Achieve consistency of approach among all hiring staff
- How do you develop your job descriptions?
- How do you attract talent from diverse backgrounds and where do you post job ads?
- What criteria do you use to perform the initial screening and shortlisting?
- How are interviews organised and structured?
- How do you evaluate interview results?
- How do you make hiring decisions?
- How inclusive is the onboarding process for new hires?

4 STAGES OF INCLUSIVE RECRUITMENT AUDITS



An Inclusive recruitment audit is a comprehensive and systematic end-to-end review of your recruitment policy and practice through a diversity and inclusion lens. The goal is to identify areas of improvement and implement strategies that promote fairness, equity, and diversity throughout the entire recruitment lifecycle, to ensure a best in class hiring practice.





THE PROCESS OF AN INCLUSIVE RECRUITMENT AUDIT



ASSESS & EVALUATE

We will evaluate your hiring process, discover its strengths and weaknesses, inclusivity barriers and the manifestation of biases.

RE-ENGINEER & CO-CREATE

Following the audit, you will be provided a report which will contain practical, evidence-based actions providing a clear sense of direction in taking things forward.

FACILITATE CHANGE & EMBED

Through Inclusive Recruitment training, supporting communication and producing inclusive recruitment guidance, we will educate hiring managers and teams.

Our engaging **training** will ensure that organisations truly striving for objectivity, meritocracy, and inclusivity are committed to:

- Making decisions based on facts and unbiased criteria rather than personal opinions or emotions.
- Hiring for skills rather than social background or personal connections.
- Identifying and mitigating personal and systemic biases throughout the recruitment and selection process.



WHY WORK WITH US



WE DESIGN AND DELIVER DIVERSITY, EQUITY AND INCLUSION SUPPORT IN A RANGE OF AREAS, FROM DEVELOPING AN INCLUSIVE AND RESILIENT CULTURE, TO ATTRACTING AND MAKING THE MOST OF ALL TALENT.

We have a proven track record in developing organisation performance through cultural improvements and effective management of policy and practice.

We will bring up-to-date thinking, market knowledge and Diversity, Equity and Inclusion expertise to highlight best practice and identify gaps. This will bolster your equity and inclusion best practice and help you address workforce underrepresentation.

BALJIT KAUR

Baljit is a seasoned Diversity, Equity, and Inclusion Consultant, Speaker, and Coach at Innate Consultancy, renowned for her commitment to fostering safe and open dialogues in the workplace. With a keen eye on evolving diversity and inclusion narrative, legislative requirements, and shifting demographics, she offers timely and relevant insights for organisations. Baljit emphasises the importance of access to current information and support, enabling companies to be proactive in their Diversity, Equity, and Inclusion strategies.





GET IN TOUCH.



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