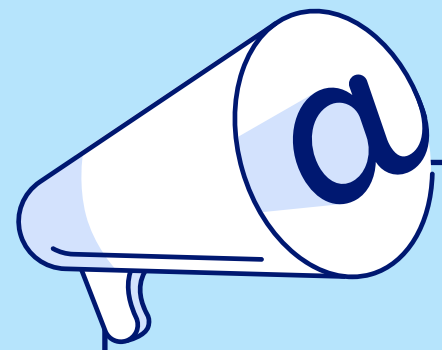




# 8 DIVERSITY HIRING MISTAKES YOU'RE MAKING & HOW TO FIX THEM





**AT WAYUP**, we help companies discover which parts of their hiring funnel pose the most significant challenges when recruiting top, diverse talent. We even built an analytics dashboard to help employers uncover where the bias or leakage is stemming from.

Most employers think that the reason they aren't hiring enough diverse people is because of a "top of funnel" problem – i.e., they believe they don't get enough diverse applicants to begin with. In those cases, employers can diversify their candidate pool by using WayUp's D+I sourcing platform to solve the problem – quickly and efficiently.

However, in most cases, the equally-big problem isn't the top of their funnel, but the funnel itself... Meaning, they, unfortunately, have parts of their hiring process/criteria that don't bode well for underrepresented candidates.

So, we looked at data across our user base **(WHICH, AT THE TIME OF WRITING THIS, INCLUDES OVER 5.7 MILLION STUDENTS AND RECENT GRADS FROM 470+ MINORITY-SERVING INSTITUTIONS)** and compiled extensive research on the 8 most common ways we see employers fall short when it comes to hiring diverse candidates.

### **DO YOU THINK YOU HAVE A FAIR AND EQUITABLE PROCESS?**

Check out the eight most frequent diversity hiring mistakes below and see for yourself.

### **WANT TO PUT YOUR PROCESS UP TO THE TEST?**

Reach out to WayUp at [engage@wayup.com](mailto:engage@wayup.com) to try our D+I Analytics Dashboards – where you can see how candidates of different ethnicities and genders make it through your hiring process.

We want to thank **Margaret Spence**  
([www.EmployeeToCEOProject.com](http://www.EmployeeToCEOProject.com))  
who helped inspire and review this e-book.


# #1: GPA REQUIREMENTS

## DIVERSITY CHALLENGE:

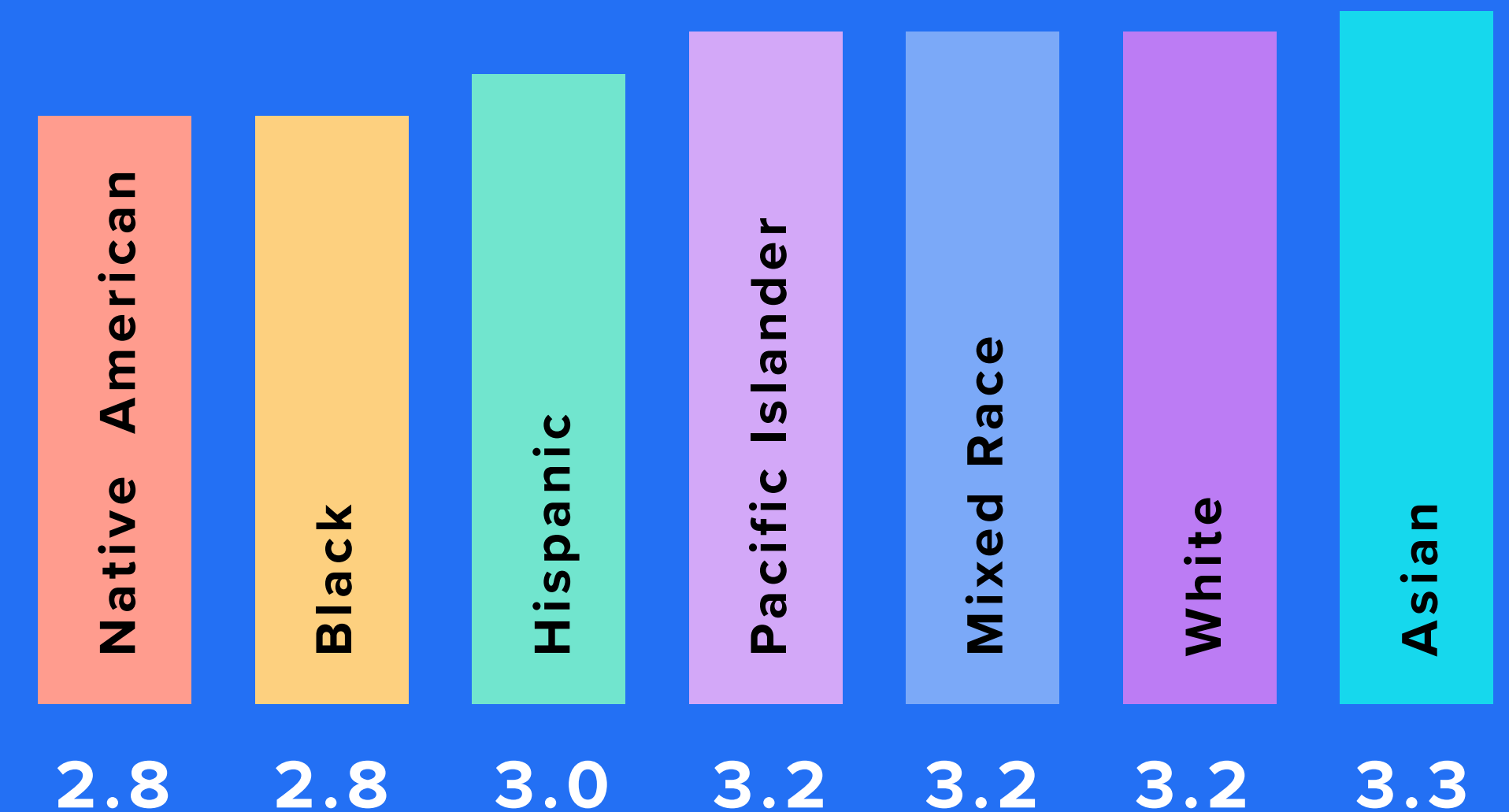
Our extensive data [gathered](#) over the last 6+ years shows: GPA minimums and/or requirements are among the most problematic evaluation criteria. By setting a minimum GPA for early-career candidates, companies are inadvertently creating an employment test that disproportionately hurts Black, Hispanic, and Native American candidates.

WayUp's data has found that **Black and Hispanic candidates are 2X as likely as non-Black or Hispanic candidates** to be disqualified due to a GPA minimum requirement on a job application compared to Asian or White candidates.

According to a [report from Georgetown University](#), nearly 70 percent of college students work part-time while in school, but low-income working students (who are the most likely to be working part-time) are disproportionately Black and Hispanic. At WayUp, almost all users self-report their gender or race when completing a profile, so we looked at GPA by race for undergraduates in their junior year of college.

Here is a breakdown by racial group: 

Average GPA for Undergraduate Juniors at a 4-year undergraduate institution:



This suggests that, since Black, Hispanic, and Native American students are more likely to come from lower-income households and work longer hours in college, their GPA suffers. Because of this, companies with GPA requirements are likely losing a substantial amount of Black and Hispanic candidates who may apply and be rejected due to GPA minimums, or who may not apply at all if they see the requirement.

## #1: GPA REQUIREMENTS (CTD.)

### WAYUP'S RECOMMENDED SOLUTIONS

Data shows that GPA is rarely correlated to performance but is often a barrier to entry for a more diverse workforce. **Recruiters can increase the number of qualified Black and Hispanic candidates to their jobs by eliminating GPA minimums.**

Unless the student studied something directly related to the specific job they're applying for (Computer Science for Software Engineering positions, or Accounting for an Accountant position), consider dropping your GPA requirements altogether.

And for positions where the major you're looking to recruit from is a pre-professional major that feeds into the role you're hiring for, consider using the GPA as a guiding factor into how you'll be assessing the candidate, or asking for a "major-specific GPA."

For example, if the student has a 2.9 GPA, you can ask for a transcript or ask about which courses hurt their GPA most. Then, you can use those responses to guide how you interview the candidate.

### Here are a few real-life examples:

1. Maybe the student studied computer science, and it turns out that the courses that brought down their GPA were all in the non-CS (but still required) coursework, like Environmental Science and Poetry. That may help you determine that the classes they performed poorly in won't actually be related to the role you're hiring for!
2. On the flip side, if you see that the coursework they performed poorly in was within their major, you may want to speak with them about why they performed poorly. Maybe they're just not strong at exams, or perhaps they were weak with one language but not another. You may find the perfect position for that person to cater to the candidate's strengths and weaknesses!



## #2: RELOCATION STIPENDS

### DIVERSITY CHALLENGE:

Relocation packages often cover a broad spectrum — for instance, a recent graduate might be offered a one-time bonus to cover moving expenses when starting a new position. These relocation stipends are especially critical when attracting and hiring diverse, early-career candidates.

Given that low-income students are disproportionately Black and Hispanic, **companies who don't offer stipends may be unintentionally discriminating against diverse candidates** who don't have the means to relocate for a new role without receiving assistance.

This means that some students may not be able to accept a position, or even apply, without knowing whether stipends would be available.

Black candidates are almost twice as likely as non-Black candidates to be unwilling to relocate for a position if there is no stipend provided. When a relocation stipend is offered, Black candidates are equally likely as non-Black candidates to be willing to relocate for the position (and therefore, to apply).

This means that black candidates will be less likely to apply or more likely to drop out of your process or reject your job offer entirely. Or they'll be more likely to fail a screening question you may have about this exact topic, such as "do you require a relocation stipend?"

BLACK CANDIDATES  
ARE ALMOST TWICE  
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POSITION IF THERE IS  
NO STIPEND PROVIDED.



## #2: RELOCATION STIPENDS (CTD.)

### WAYUP'S RECOMMENDED SOLUTIONS

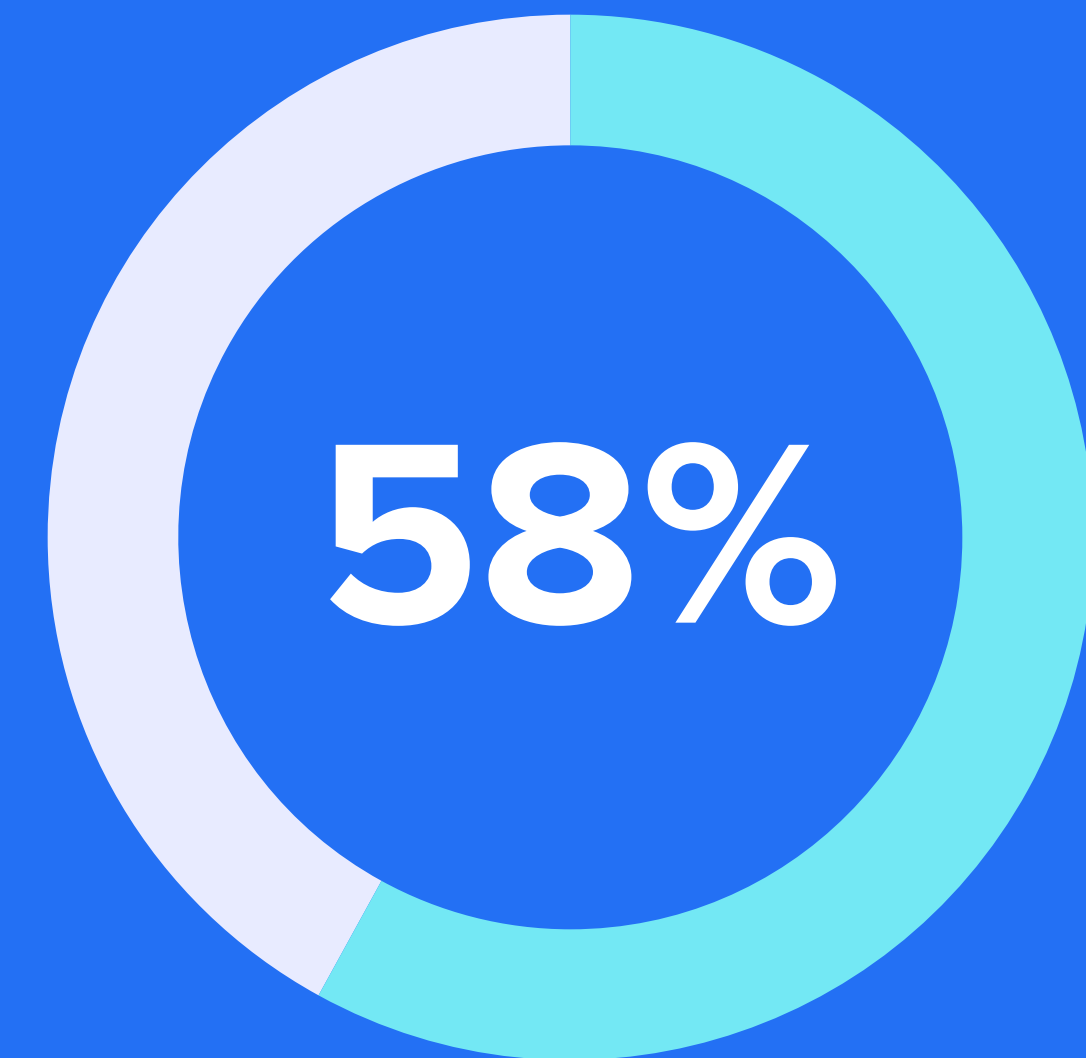
Relocation stipends level the playing field for people of all socioeconomic statuses. They ensure that whether or not you have money to pay for your flight or first month's rent, you'll still be able to work in a job you deserve. (Plus, offering relocation stipends sends a message from day one that you value your employees, thereby encouraging them to stay at your company longer.)

Suppose you don't have an additional budget to cover intern relocation stipends.

**One clever solution is to slightly lower intern hourly salaries just enough to be able to reallocate that money to an upfront stipend to cover a new intern's flight and first month's rent.**

That way, the business isn't paying any more or less out of pocket (because sometimes, it just isn't an option), and meanwhile, your interns/new hires are also making the same amount of money overall — just paid out differently. This means anyone can work for you, regardless of how much is in their savings account.

**RELOCATION ASSISTANCE IS QUICKLY BECOMING THE NORM.**



In a 2018 survey, **58% of NACE employer members offered interns relocation assistance.** So, if you want to hire more diverse talent, let alone be seen as a top employer, provide relocation packages to your early-career candidates.

# #3: TIME SLOTS FOR LIVE INTERVIEWS

## DIVERSITY CHALLENGE:

To hire diverse candidates, it takes more than ensuring interview questions are unbiased. When and how you schedule your interview can also hinder your company’s ability to recruit top, diverse candidates.

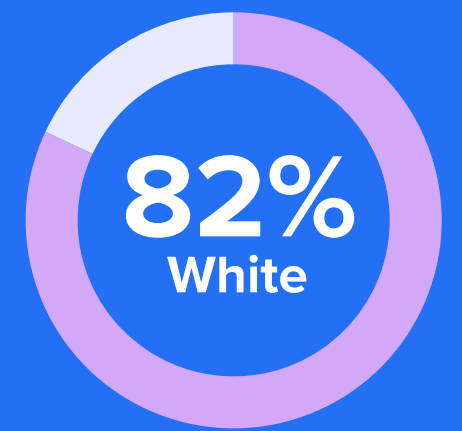
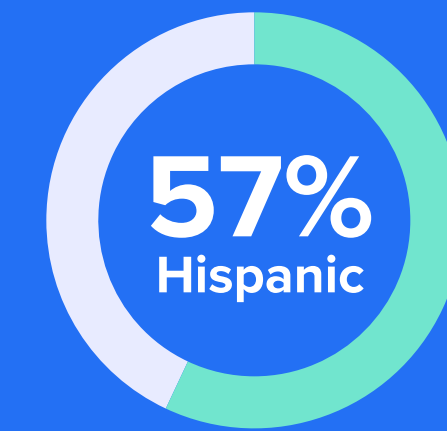
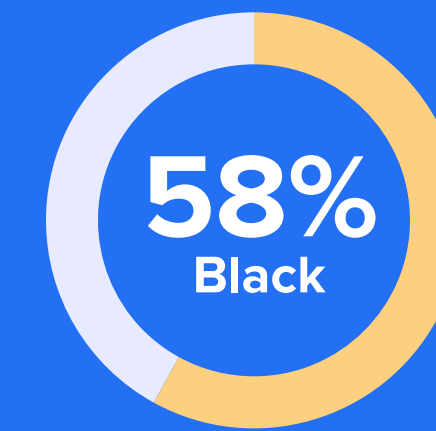
Many companies outsource their first-round phone interviews to WayUp. These are typically companies that have considered outsourcing the interview to a pre-recorded bot but instead wanted to create a more personal (high-touch and high-tech) candidate experience. We looked at the data of which candidates are booking interview slots at different times of the day and week.

**WayUp found that, when phone interview slots are offered at nights and on weekends, 90% of students who schedule interviews during these outside-of-business-hours slots are Black, Latinx, or Female.**

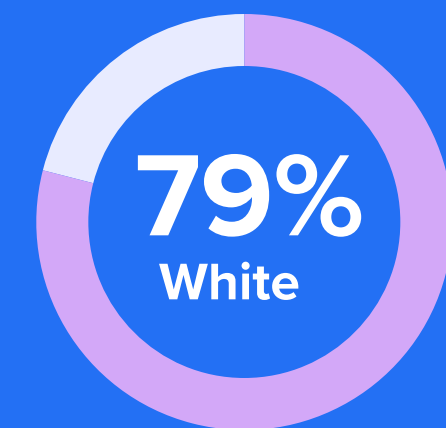
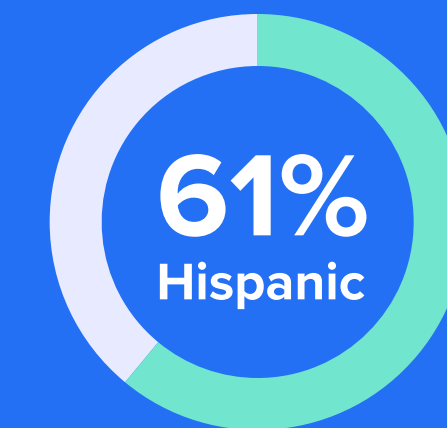
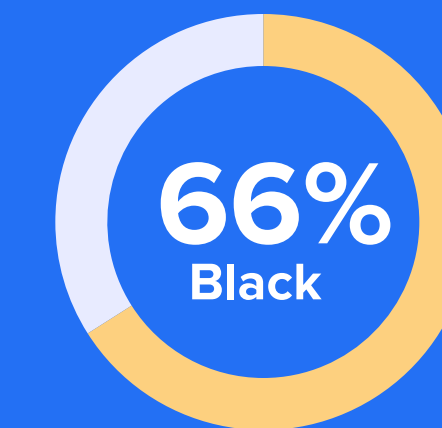
While this could be for various reasons, one big reason is likely that there are nearly [six million](#) low-income students who work while in college. These students are disproportionately Black and Latinx students. As such, they are more likely than their higher-income peers to work 15+ hours a week (on top of schooling) — which leaves them less time to schedule interviews during traditional business hours.

Many people don’t want to miss a work shift for a first-round interview with another job, given how low the chances may seem of getting hired when you’re on a first-round interview. (By the way, did you know that [26% of college students are parents](#) and that the majority of those parents are women? Talk about needing flexible hours...)

Back to the data around interviews: WayUp also defaults to phone calls (unless, of course, a candidate has a disability that prevents them from being on a phone call). Why? Well, as video interviews grow in popularity in our remote world, this also presents more disadvantages to low-income families who don’t have equal access to the technology required for interviews.



According to a [2019 Pew Research Center survey](#), only 58% of Black people and 57% of Hispanic people report owning a desktop or laptop computer compared to 82% of White people.



The same disadvantage applies to internet access — Black (66%) and Hispanic (61%) respondents in the Pew survey reported having broadband internet, compared to 79% of White respondents. **These disadvantages, and more, make it more difficult for diverse candidates to schedule their interviews** — especially if it’s just a first-round interview. Thankfully, there is a solution.

### #3: TIME SLOTS FOR LIVE INTERVIEWS (CTD.)

#### WAYUP'S RECOMMENDED SOLUTIONS


To hire more diverse candidates, employ flexible scheduling. Try not to ask candidates to skip their work shift (and risk getting fired or not be able to pay their bills) because of a first-round interview, when they know their chances are slim.

With that said, if you're scheduling interviews further in the process, we see that candidates are more comfortable with 9-5 interviews or live video interviews later because they know their chances of getting hired are much higher as the interview process progresses. They're also more willing to find a quiet place with high internet bandwidth vs. dropping out of the process.

So whether a candidate is working, has a family member to take care of, or another factor, flexible scheduling levels the playing field for all candidates and especially those who are not available during traditional business hours. On top of *when* you schedule, consider *how* you schedule. Give your candidates at least 48 hours before an interview so they can adequately prepare for where to have the interview.

This advance notice provides more flexibility for candidates who need to find access to broadband internet (should the interview be on video or require WiFi access). It also helps parents who are in school. Of the 3.8 million students raising children while in college, [70% of them are women](#). By providing more time before the interview, female candidates can arrange child care or find access to a quiet space — factors that are even more critical in our remote world.

The numbers say it all: flexibility is vital when it comes to hiring for diversity.



**GIVE YOUR CANDIDATES AT LEAST 48 HOURS BEFORE AN INTERVIEW SO THEY CAN ADEQUATELY PREPARE FOR WHERE TO HAVE THE INTERVIEW.**



## #4: PRE-RECORDED INTERVIEWS

### DIVERSITY CHALLENGE:

Leveraging AI or video to help screen candidates seems like an easy win from an efficiency perspective. But if you're trying to hire diverse talent at the entry-level for full-time roles or internships, our findings suggest you should rethink that strategy, as they pose a slew of challenges to hiring diverse candidates.

In a recent survey, we found that **82% of Black and Hispanic students will choose a phone interview** (with a real person on the other side) over a recorded video interview.

Furthermore, when looking at client data for those who use pre-recorded interview platforms, women and minority candidates were less likely to complete the recorded interview in the first place. (For all the companies reading this who have recorded interviews: have you reviewed which candidates aren't completing your recording?)

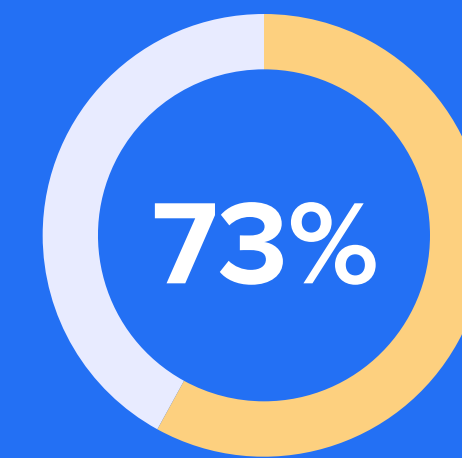
Most companies don't have this data easily accessible, but when they run the numbers, they see the same stark trend – pre-recorded interviews adversely affect minority hiring.

If you've considered using the AI portion of the video interviewing tool, we also encourage you to reconsider whether it is truly necessary for your process. Amazon, a company with some of the best AI in the world, notoriously saw that its AI was [biased against women](#) (and dropped it from their recruiting immediately).

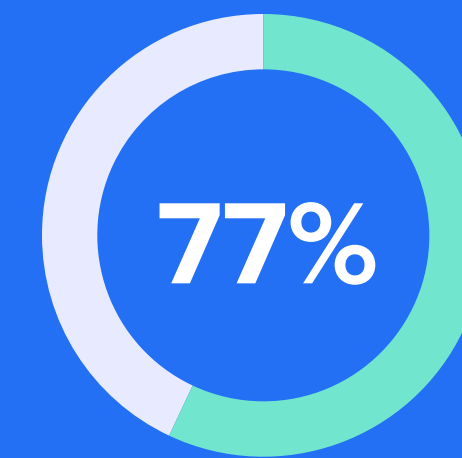
Furthermore, many companies have found that AI for recorded interviews biases against candidates whose first language isn't English, given that those candidates are often less comfortable completing a recorded video. Given that an [NYU study](#) found that 1 in 4 students is an English Language Learner (ELL), this could be detrimental for your diversity goals.

And the challenges don't stop there.

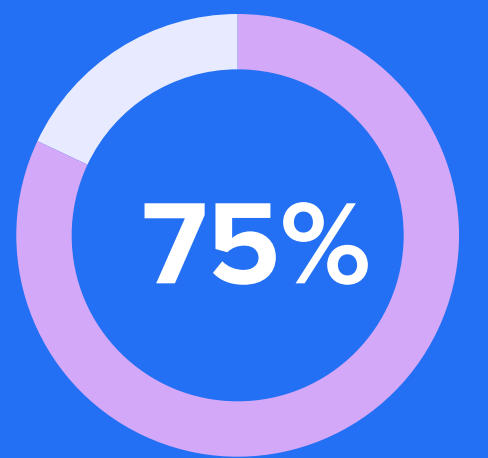
For those who care about candidate experience: [in a recent survey](#), we asked candidates how comfortable they would be if an algorithm (and not a person) were the sole determiner of their interview performance, we found that:



were not comfortable overall



of females said they were not comfortable



of Black and Hispanic women said they were not comfortable

Careerlist CEO, Michael Scissions, put this into practice and found that when their company asked a candidate to upload a video recording as a part of the interview process, **the top 10% most competitive candidates dropped out of the funnel.**

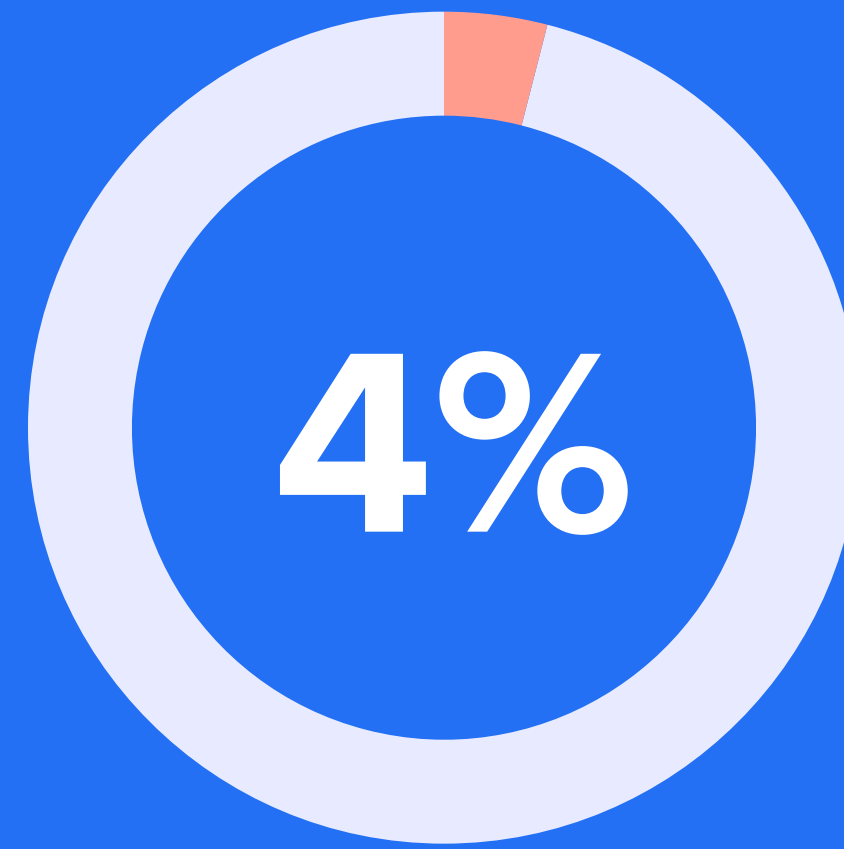
#### #4: PRE-RECORDED INTERVIEWS (CTD.)

A prevalent misconception we've also heard from employers (who may be more reluctant to change after they've implemented one of these technologies) is, "Well, we see that candidates who complete our recorded interview are more likely to want a job with us, so we're just filtering out those people who don't really want to work for us."

However, if you see that, statistically, candidates who opt out of completing the recorded interview are more likely to be diverse, then we encourage you to ask yourself: do you really think diverse candidates just want your job less after they take the time to apply for it?

#### WAYUP'S RECOMMENDED SOLUTIONS

Gen Z is the most racially and ethnically diverse generation in U.S. history, **with 48% of Gen Z being nonwhite**, according to [Pew Research Center](#). While there is a place for both video and AI in recruitment, Gen Z and Millennials do not want it to replace people at any stage of your interview — and using either as a first-round interview will hurt your diversity goals.



**In one of our surveys, we found that only 4% of respondents said they were very comfortable with AI being the sole evaluator of whether they passed an interview round. Without the ability to speak to an actual person in an interview process, trust is often inhibited.**

The solution is to embrace a high-tech AND high-touch process to foster a positive, personal, and fair candidate experience.

Avoid using pre-recorded interviews as a method to screen candidates if you can. **Instead, build trust with your candidates by removing bias from the candidate screening process — including the interview itself.**

If you can't interview everyone in a first-round interview yourself, consider implementing strict deadlines for applications, partnering with an outside organization (like a WayUp or an RPO), and creating a very structured interview process so that all candidates are evaluated on the same criteria.

Then, when conducting phone screens, avoid common biases in interviews such as stereotyping, nonverbal bias, the "like me" syndrome, and the halo/pitchfork effect. One way to do this is by standardizing your interview process and only asking questions related to the job the person is being considered for while avoiding questions relating to age, family, marital status, pregnancy, gender, national origin, and religion.

# #5: UNPAID INTERNSHIPS

## DIVERSITY CHALLENGE:

Unpaid internships perpetuate inequality in America, and they're a huge red flag if you're looking to hire diverse early-career talent at your company.

In January 2017, the Department of Labor issued [a new set of guidelines](#) to help companies navigate the legalities of unpaid internships. The guidelines made it so that companies merely need to prove that an intern "benefitted more" than the organization from the internship not to pay them. This is not a solution — it's taking a huge step backward.

**We've found that the average cost of an unpaid internship for students is \$6,800.**

Between transportation, housing, meals, and more, [this number](#) only goes up based on which city you live in.

What's more is that [data from 2020](#) shows that the amount of outstanding student loan debt in the United States has officially reached upwards of

**\$1.6 TRILLION**

and it is owed by a collective

**44,7 MILLION BORROWERS.**

Student loan debt has now become the second-highest consumer debt category — only second to mortgage debt. How can we expect students to take on unpaid internships if, on average, they already have \$32,731 in student debt?



Black Students



White Students

## FEDERAL LOANS (Four-year colleges)

**86.6%**

\$7,400  
more in  
student debt

**59.9%**

Less debt  
compared to  
Black Student

And if that number sounds high to you, well, it's even higher for diverse candidates. Even though women earn 60% of bachelor's degrees, they leave college with (on average) \$2,700 more student debt than men, according to this [2019 study](#).

And it gets worse. [On average](#), a Black graduate has \$7,400 more in student debt than their White peer. The same research also showed that 86.6% of Black students borrow federal loans to attend four-year colleges, compared to 59.9% of White students.

Simply put: unpaid internships create barriers since most people cannot afford to work for free.

## #5: UNPAID INTERNSHIPS (CTD.)

### WAYUP'S RECOMMENDED SOLUTIONS

More than 95% of internships on WayUp are paid, and we strongly believe in compensating all interns. So, if your company wants to hire more diverse early-career candidates, our recommendation is simple: **pay your interns.**

**Research shows that an employee who is hired from an intern program is 20% more likely to stay 1+ years longer** (full-time) than someone hired who didn't intern at that company. And, given that Gen Z is the [most racially diverse](#) generation, bringing Gen Z into your company through an internship program can be a highly effective strategy for increasing diversity in your company over time.

By ensuring these opportunities are paid, internships become far more accessible to diverse candidates — especially those working in college to cover their rising student loan debt. Getting compensation also greatly levels the playing field for who can apply to your internship, thereby increasing your talent pool AND bringing in new perspectives, races, genders, and thoughts to the table.

If you avoid paying your interns, you're effectively avoiding hiring diverse talent. Even if your company doesn't have a ton of budget, consider offering upfront stipends to help interns cover their flight and first month's rent or consider hourly pay for your interns. Think of paying your interns as investing in the future of your company.

Why? Because by hiring more diverse candidates for (paid) internships today, we can help close the diversity gap in the future. Now wouldn't that be a solution?



**BECAUSE BY HIRING MORE DIVERSE CANDIDATES FOR (PAID) INTERNSHIPS TODAY, WE CAN HELP CLOSE THE DIVERSITY GAP IN THE FUTURE.**



## #6: JOB DESCRIPTIONS

### DIVERSITY CHALLENGE:

Biased job descriptions are a significant barrier to hiring diverse talent. The bias in your job post predicts who you'll hire because the language changes who applies to your job. This is a very common kind of unconscious bias. For example, your job description may inadvertently be turning off female applicants.

One of WayUp's [first](#) D+I dashboards launched in 2017 gave our clients the ability to see in real-time whether a job description was turning on/off women at higher rates than men. It also enables employers to compare that JD bias before and after making changes, allowing you (the employer) to self-audit, and then take action almost immediately after uncovering an issue.

According to [Mediabistro](#), words such as “ninja,” “rock star,” or “guru” give female candidates the impression that your company is male-dominated. Language patterns like these can cause less female applicants to enter your organization's hiring funnel, while also generally extending your time-to-hire and hindering your company from reaching its diversity goals.

And there's data to back this up.

[Textio](#), an augmented writing platform for creating highly effective job listings, found that “in jobs where a man is hired, the original job post averages almost twice as many masculine-tone phrases as feminine. In jobs where a woman is hired, Textio finds the exact opposite: twice as many feminine-tone phrases as masculine in the job post.”

Textio also identified a handful of common phrases that “exert a bias effect” but usually don't show up on any qualitative checklists. Masculine-tone phrases include “EXHAUSTIVE,” “FEARLESS,” and “ENFORCEMENT.” Whereas “TRANSPARENT,” “CATALYST,” and “IN TOUCH WITH” exert a feminine-tone.

### WAYUP'S RECOMMENDED SOLUTIONS

If you lack a diverse talent pool, then one of the first places you should look is your job descriptions and the hiring language you use. Consider using a platform like WayUp to self-audit whether your JD's are turning on/off one gender more than another.

But once you've found bias, how do you decide what language to use?

Job descriptions can deter diverse candidates, but they can also drive more minority applicants when done well. According to the [Urban Sustainability Directors Network](#), showcasing the following tactics in job descriptions can emphasize organizational D&I:

- Tailor your communication style to multiple cultural environments
- Excellent written and verbal communication skills that help represent racially, ethnically, and socioeconomically diverse communities
- Experience working on a diverse team

[Job descriptions](#) should also always be straightforward and use language everyone can understand. Not only will that help you make your job listings gender-neutral, but it will also build awareness and generate more interest in your open roles with top, diverse candidates.

After you have a description ready, use a gender-diverse panel of people to read your job description, and look out for masculine or feminine words.

If your brand isn't very well known, [job descriptions](#) can be an incredible opportunity to improve brand awareness among diverse candidates. Try putting a brief (2-3 sentence) version of your company's "About Us" section near the top of the job description so that potential applicants can quickly learn more about who they're applying to work for.

On the bright side, employers are moving in the right direction.

According to [Textio](#), in Q1 of 2018, "inclusion" was used in just over 1% of job posts. In Q4 of 2019, "inclusion" appeared in over 5% of jobs. While this progress is positive, Textio also found that these mentions have decreased since the [COVID-19 pandemic](#). It's more important now than ever for companies to prioritize D&I initiatives — especially in hiring — to ensure that all candidates, regardless of race, gender, or background, receive an equal opportunity to sit at the table.

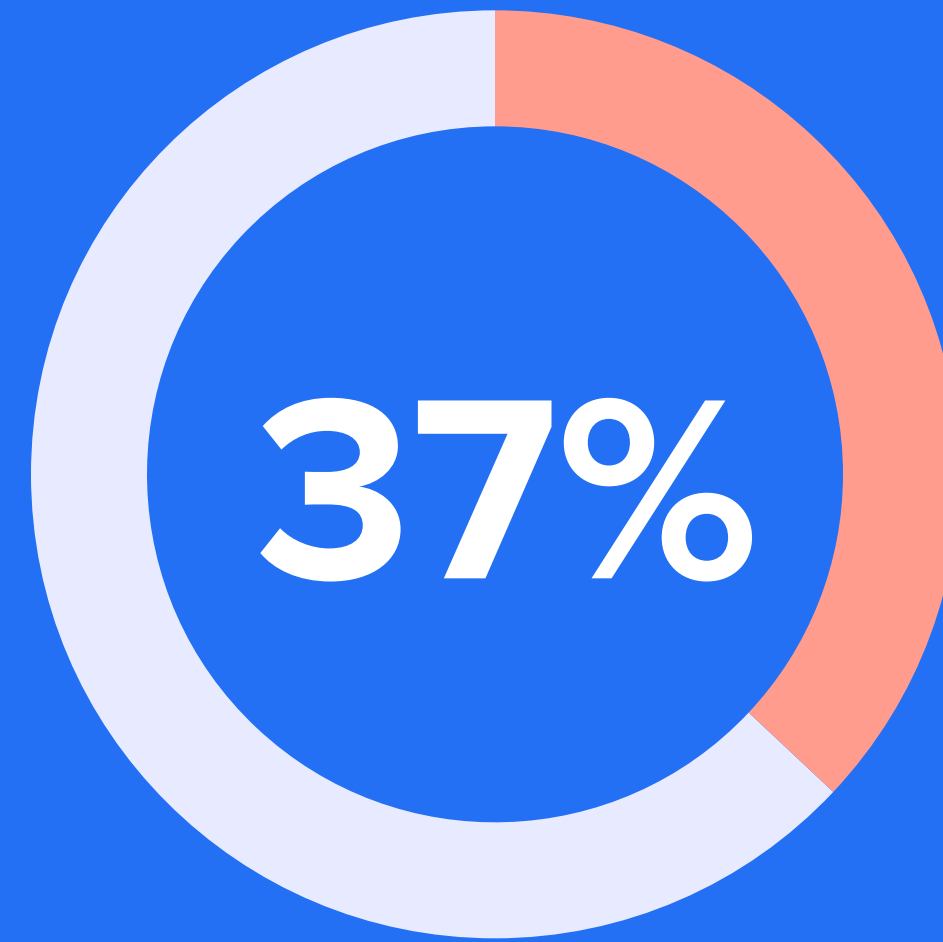
## #7: LIMITED CORE TARGET SCHOOLS

### DIVERSITY CHALLENGE:

If your company has historically only focused on elite schools or select universities for your early-career hiring efforts, your campus recruiting methods have been inherently biased.

**Our research has found a clear inverse correlation between the number of Black and Hispanic candidates who qualify for a position and the percent of target campuses for that position that are considered “top-ranked schools.”**

By focusing your recruiting efforts on the same schools every year, you’re focusing on the same type of candidates — and likely discriminating against diverse students who don’t get targeted by your company because they don’t attend a top school.



Schools that are not considered “top 200 schools” have **37% more underrepresented students** than the top 200\* ranked schools.

As many people know, Black and Hispanic candidates have more barriers to getting into top schools (whether it be because of college entrance exams, income levels, geographic location, or other factors). So, as a company that values diversity, you shouldn’t make it harder for these students to land their dream career.

\*Top 200 Schools as Ranked by US News and Forbes

Furthermore, don’t get caught in the trap of saying that your solution to hiring a more diverse intern class is simply to recruit from one specific D+I conference or solely focusing on HBCUs to accomplish your D+I hiring goals.

While HBCUs are incredible schools (our user base represents 103 of them!), we recommend taking a more systemic/holistic approach to achieve your D+I goals. There are amazing and accomplished Black and Hispanic students at all types of schools, from Rutgers to NYU to Stanford.

So there is no need to limit yourself to focusing only on Black talent from a specific set of schools or a particular extra-curricular club, and then ignoring the incredible diverse talent at other universities. (Yes, we hear about this happening all the time.)

Just to give an example with some data: Spelman (an incredible university that also happens to be an amazing HBCU) has 2,171 students, most of whom self-identify as Black. Meanwhile, Rutgers-New Brunswick has roughly 37,364 students, ~8% (2,989) of whom self-identify as Black.

## #7: LIMITED CORE TARGET SCHOOLS (CTD.)

### WAYUP'S RECOMMENDED SOLUTIONS

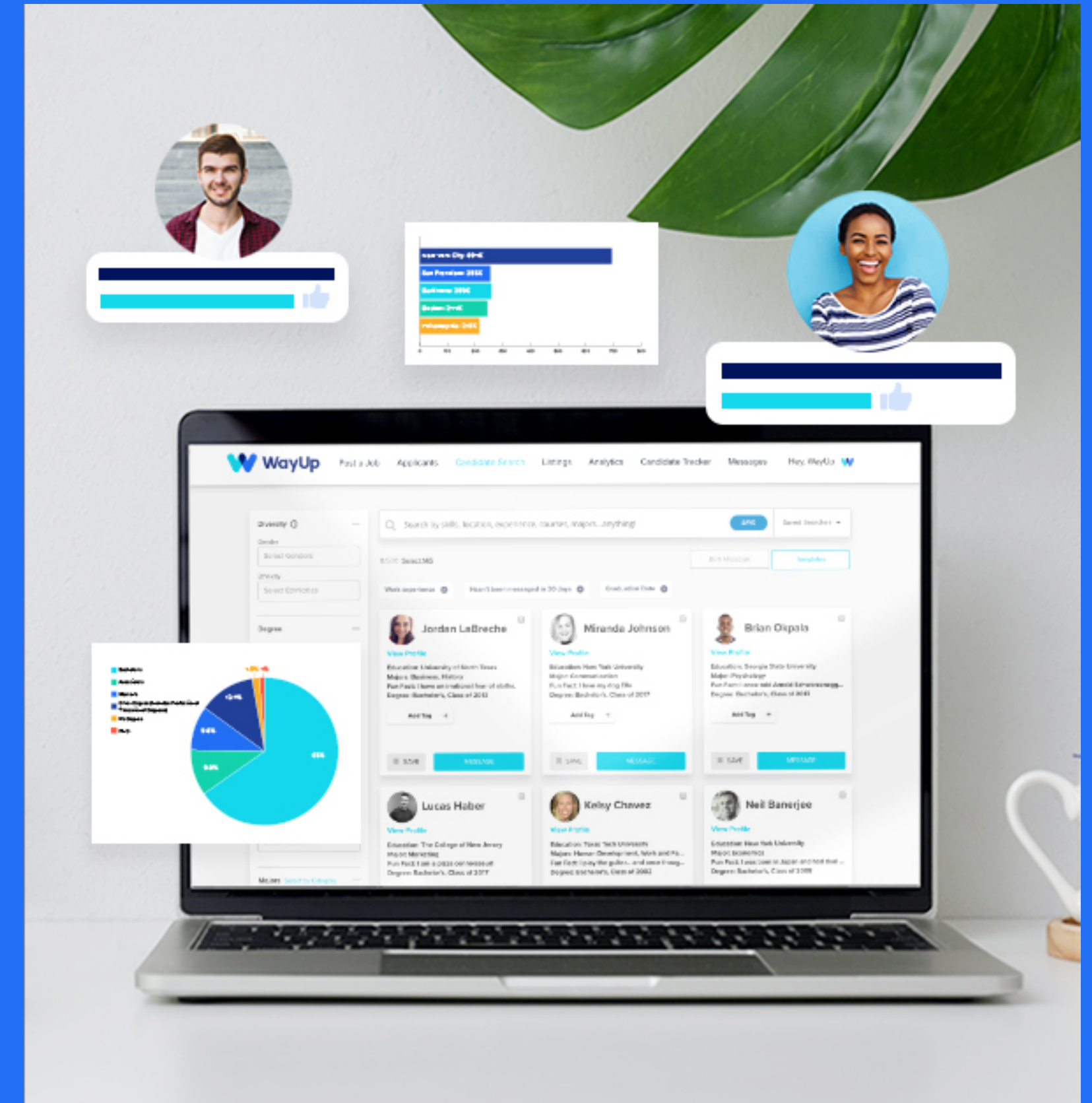
Here's the good news: virtual recruiting expands your access to top, diverse candidates. The concept of having “core target schools” isn't essential if you're going to take a virtual-first approach, treating candidates from all universities equally.

**Our data found that recruiters can increase their pool of qualified Black and Hispanic candidates by 14% by simply opening up the number of schools they recruit from, vs. having a focus only on top schools.**

Rather than limiting your candidate pool by focusing on only a few schools, diversify the institutions and campuses your hiring team targets — virtually. There are many effective ways to do this. For example, your hiring team could host [virtual informational sessions](#) for students across the country.

And we'd be remiss not to mention our own sourcing tool at WayUp. [With the D+I module in the tool](#), employers can target and message passive candidates based on dozens of self-reported filters, including race and gender (and major, degree, etc.)

If you want to bring more diverse early-career talent into your candidate pool, now is the time to expand your reach of schools.





## #8: TECHNICAL ASSESSMENTS

### DIVERSITY CHALLENGE:

Technical assessments are one of the biggest culprits when it comes to bias in the hiring process. Much like standardized tests (which have been getting [flack](#) for years on potential racial and socioeconomic bias), technical assessments are unfair to students who don't have access to training.

Our research found that technical assessments, such as HackerRank, end up creating a colossal D+I leak for clients in their hiring processes. Our dashboards, which use real-time data from our clients' hiring funnels, show that:

**Black or Hispanic candidates are AT LEAST 50% less likely to pass a HackerRank evaluation vs. White and Asian candidates (depending on the “minimum pass score,” we’ve seen much higher drop-off, as well).**

Why does this disparity exist?

Similar to the SAT's, where someone who has a tutor is likely to perform better than someone who doesn't have access to prep materials or help, the same can be said for taking online coding assessments.

Many universities, especially wealthier ones, are more likely to teach students how to take coding assessments as part of the classroom curriculum. The same cannot be said for nearly as many students who attend less economically advantaged universities. But similar to the SATs, where it doesn't necessarily assess how “smart” you are (vs. how well prepared for this exam you are), the same could be said for many coding assessments.

To bring more data into the conversation: according to a report by the [Center for American Progress](#), “a quarter of White credential holders leaving school in 2015 attended an institution that spent at least \$16,000 per student, whereas the top quarter of Black and Hispanic graduates finished at institutions spending at least \$13,000-\$14,000 per student, a difference in spending of 16-20%.”

Schools with higher socioeconomic status are more likely to teach students how to take these assessments, and affluent students are more likely to attend these schools. Also, a [2018 study](#) found that Black students held as much as 85.8% more debt than White students — in which case White students are more likely to be able to afford private coaching. Given that access to learning how to take technical assessments can be limited for racially diverse students, using technical assessments as a determining factor of your hiring decision can be quite biased.

## #8: TECHNICAL ASSESSMENTS (CTD.)

### WAYUP'S RECOMMENDED SOLUTIONS

Don't base your hiring decision solely on a technical assessment. It's that simple.

Instead, use the technical assessment as a guiding post when interviewing potential candidates. For instance, technical assessments can be a great tool to help recruiters and hiring managers to determine where a candidate's weaknesses and strengths are, or what they want to dig into during a whiteboarding/verbal interview.

Additionally, **if you choose to use a technical assessment, ensure that the assessment is only assessing what will be relevant for the job rather than testing skills outside of the scope.** For example, if you're testing for Java, make sure your candidate will be using that language in their role.

Make sure to keep all assessments (and interview questions) directly related to the skills required to perform the position a candidate is interviewing for. Not only will this prevent bias, but it will also ensure you get the top candidates into your open roles.



**DON'T BASE YOUR HIRING  
DECISION SOLELY ON A  
TECHNICAL ASSESSMENT.**



## CONCLUSION

**IN A REMOTE WORLD** where virtual recruiting solutions are on the rise, there is certainly more opportunity to reach diverse candidates all over the country. With that said, we must ensure that these virtual solutions are strategic, fair, and human-first, and that technology doesn't become the barrier to entry for diverse candidates.

We believe that every student and recent grad deserves an equal opportunity to land their dream career. Now more than ever, we must work together to hire more diverse talent and help shape the future of the workforce. Not only can we lower the diversity gap, but together, we can close it.

There is no more time to waste — companies must commit to their D&I initiatives, and hiring is one of the most critical pieces of the puzzle. Don't let your company be the one that falls short on these eight diversity challenges. Instead, be the company that leads the way into the diverse workplace of the future.



### **NEED HELP HIRING DIVERSE TALENT?**

**Reach out to WayUp at [engage@wayup.com](mailto:engage@wayup.com), and we'll show you how to attract and move top, diverse talent through your hiring funnel — while saving you time and money. We look forward to supporting you in reaching your diversity goals.**

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