

Inclusion & Diversity in Recruitment

July 2022

Diversity is the most important trend in shaping the future of recruiting and hiring



What is Diversity Recruiting?

Diversity is understanding that each individual is unique, and recognizing our individual differences.

Diversity Recruiting is based on merit and making sure that our recruitment practices take into consideration reduced biases related to a candidate's age, race, gender, religion, sexual orientation, and other personal characteristics that are unrelated to their job performance.

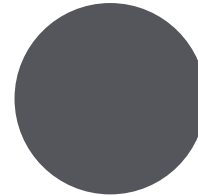
Our goal is to assess the talent pool of applicants and ensure diverse candidates, especially those applicants from disenfranchised and minority groups, are not being underrepresented, and use corrective measures, if necessary, to ensure we increase diversity within our applicant pool going forward.

How Do We Accomplish This?



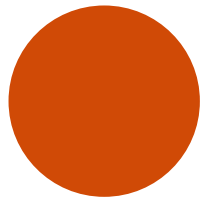
Employer Branding

- Promote Teranet's commitment to building a diverse workforce.
- Promote diversity internally and externally-showcasing partnerships etc.



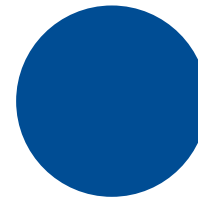
Recruitment Practices

- Review job descriptions and use inclusive language i.e. Textio.
- Ensure screening/Interview process that is consistent, fair and unbiased



Tapping Into Markets

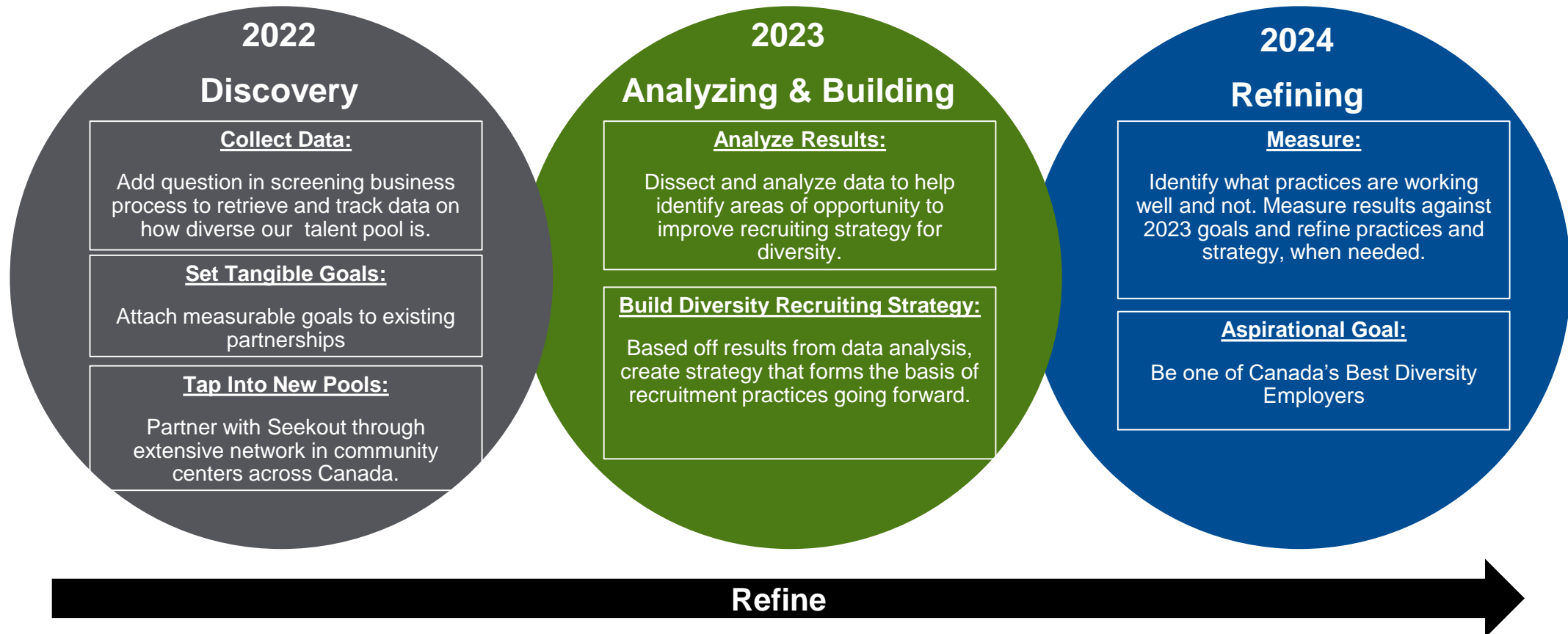
- Participate in job fairs targeted for specific groups/audiences.



Talent Pools

- Widen your search to include diverse groups and talent pools
- Create the ability to assess the diversity of the talent pool.

Inclusion & Diversity in Recruitment: 3 Year Action Plan



Discovery 2022: Collecting Data

Data Collection

- Collect data will allow us to identify how we can engage within diversity recruitment initiatives
- Introduction of diversity screening questions during the application process will allow us to understand the diversity of our candidate funnel

This Program Will Allow Us To:

- Work within a facts base
- Help us identify and pin-point areas of improvement in diversity recruiting
- Help us evaluate the effectiveness of the recruiting channels and partners

