

Diverse Job Seekers: Don't Accept Excuses

Your challenges are real. Smart companies know it. **And the smartest are doing something about it.**

If you are a job seeker with an ethnic sounding name, you may have to send 50% more résumés to get one callback compared to applicants with traditional white male names.



Smart companies are using new **artificial intelligence applications** and training to remove bias from the résumé review process.

If you are a woman seeking a job, you're likely to apply only if you meet 100% of stated job requirements compared to men who will apply with as little as 60% of the qualifications.



Smart companies are carefully **defining job requirements** to limit unnecessary requirements and reflect the real demands of the role.

And, on average, once hired:

A woman is paid 83% of a man's salary for comparable work.

A black man is paid 73% of a white man's salary for comparable work.

A Hispanic man is paid 69% of a white man's salary for comparable work.



Smart companies are applying **data, policy, and strategy** to find and address pay gaps and support career advancement for every worker in the organization.

Expect more from your next employer. Download our white paper to find out how great companies are changing the diverse worker experience.



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