

Job Seekers' Perceptions About Inclusivity Matter

By Roy Maurer

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Nearly 4 in 10 respondents said they have turned down or decided not to pursue a job because of a perceived lack of inclusion at an organization, according to new survey findings from McKinsey & Co. LGBTQ and racial- or ethnic-minority job seekers were more likely than others to report choosing not to pursue a job for this reason.

We've linked to the survey report and rounded up articles from *SHRM Online* to provide context.

(<https://togetherforwardatwork.shrm.org/>)



Together, we can create racial equity.

It's time for equality for all, across every area of society. That's why SHRM has introduced **Together Forward @Work**, a call to action to bring racial equity to the workplace—the place we know best and have served the longest. And a place where we, our members, and our business community can bring our unique professional talents to stand together against all forms of social injustice.

LEARN MORE

(https://togetherforwardatwork.shrm.org/?_ga=2.138831987.1766471939.1596397693-1474510536.1594306739)

How Recruiting Can Build an Inclusive Culture

Increasing diversity starts with increasing and retaining the numbers of employees from underrepresented groups throughout the organization, including in talent acquisition itself.

Recruiters can also work to reduce bias in hiring and promotion processes by appointing "bias watchers," trained to call out unconscious bias in talent-related discussions.

(McKinsey & Co. (<https://www.mckinsey.com/business-functions/organization/our-insights/understanding-organizational-barriers-to-a-more-inclusive-workplace>))

6 Steps for Building an Inclusive Workplace

To get workplace diversity, equity and inclusion right, you need to build a culture where everyone feels valued and heard.

(*SHRM Online* (www.shrm.org/hr-today/news/hr-magazine/0418/pages/6-steps-for-building-an-inclusive-workplace.aspx))

GPA Minimums May Be Spoiling Your Diversity Goals

Having new graduates provide their grade point average, or GPA, has long been an application requirement for early-career job candidates. But doing so could be hurting diversity recruiting efforts.

(*SHRM Online* (www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/gpa-minimums-may-be-spoiling-diversity-goals.aspx))

Building an Inclusive Culture Comes First

Lever CEO Sarah Nahm spoke with *SHRM Online* about the importance of working on inclusion before planning diversity goals.

(*SHRM Online* (www.shrm.org/ResourcesAndTools/hr-topics/talent-acquisition/Pages/Build-Inclusive-Culture-Recruiting-Diversity.aspx))

Addressing Racism Starts with Having Hard Conversations

A panel of experts examined race relations in the workplace and fostering more-inclusive workplaces during a June 18 webinar co-sponsored by the Society for Human Resource Management and the Association of Corporate Counsel.

(*SHRM Online* (www.shrm.org/ResourcesAndTools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/Pages/Addressing-Racism-Starts-with-Having-Hard-Respectful-Conversations.aspx))

How to Develop a Diversity, Equity and Inclusion Initiative

This how-to guide outlines action steps employers can take to develop a diversity, equity and inclusion initiative.

(*SHRM Online* (www.shrm.org/resourcesandtools/tools-and-samples/how-to-guides/pages/how-to-develop-a-diversity-and-inclusion-initiative.aspx))

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