

DEIB in the Workplace:

How Companies, Suppliers, and
Candidates are Finding Their Way



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Agenda

- Client/MSP Program
 - Building an intention plan
 - Hiring manager education
 - Client/supplier approach
- Suppliers
 - True self-assessment
 - Organization alignment
 - Candidate strategy/outreach
- Candidates/employees
 - Fear not
 - Network, network, network
 - Know the company, know your power

65+ years

Industry experience

30+ years

MSP experience

15+ years

RPO experience

\$1.2B

Spend under management

About Broadleaf



Proven Experience

As a Women-Owned Business Enterprise (WBE), Broadleaf has a proven track record of delivering flexible and scalable solutions for Fortune 500 organizations.

Total Talent Management Expertise

With award-winning services, Broadleaf gives organizations the confidence they need to solve their ever-changing workforce challenges.

WBENC

HRO
BAKER'S DOZEN
TOTAL
WORKFORCE
SOLUTIONS

HRO
BAKER'S DOZEN
MANAGED
SERVICE
PROGRAMS

HRO
BAKER'S DOZEN
RECRUITMENT
PROCESS
OUTSOURCING



Diversity, Equity, Inclusion & Belonging Philosophy



The key to a truly diverse, equitable, and inclusive workplace requires a long-term commitment and systematic approach on three levels:

1. Organization
2. Supply base
3. Candidate/employee

Organization: Enhancing Your DEIB Strategy



Diversity Hiring and Culture of Inclusion

- Sourcing diverse suppliers
- Coaching and mentoring
- Cultivating a sense of belonging



Hiring Manager Education

- Examining conscious/unconscious bias
- Transferrable skillsets vs. previous experience



Client/Supplier Summits

- Cadenced onsite supplier summits
- Diversity goals



Outreach and Recruiting

- Job descriptions and postings
- Advertising

Supply Base: Staffing



Self-assessment

- What do you truly do well and where?



Organizational alignment

- Are you speaking with the right people?



Candidate strategy/outreach

Veteran and Diversity Recruitment



Active Veteran Recruitment	Passive Veteran Recruitment	Active Diversity Recruitment	Passive Diversity Recruitment
  <p>U.S. Department of Veterans Affairs</p>  <p>HV HIRE VETERANS JOBS for America's Best since 2003</p>  <p>RECRUIT MILITARY</p>     <p>HH HIRE HEROES USA</p>	<ul style="list-style-type: none"> • Develop relationships with local transition counselors • Facebook and LinkedIn groups • Local community veteran outreach programs • Veteran job fairs 	    <p>Pink Jobs LGBT friendly job vacancies</p>   <p>Diversity A World of Change</p>   <p>HLPACOM HISPANIC / LATINO PROFESSIONALS ASSOCIATION</p>	<ul style="list-style-type: none"> • Grassroots local campaigns • Facebook and LinkedIn groups • Local community outreach programs • Mentorship programs

Supply Base: MSP Strategy



21%

MWBE Suppliers



40%

Active in All
Programs



6%

Total Diverse Spend
Under Management

Designations

- Women Business Enterprises (WBE)
- Minority Business Enterprises (MBE)
- Small Business Enterprises (SBE)
- LGBTQIA+
- Veteran-owned suppliers

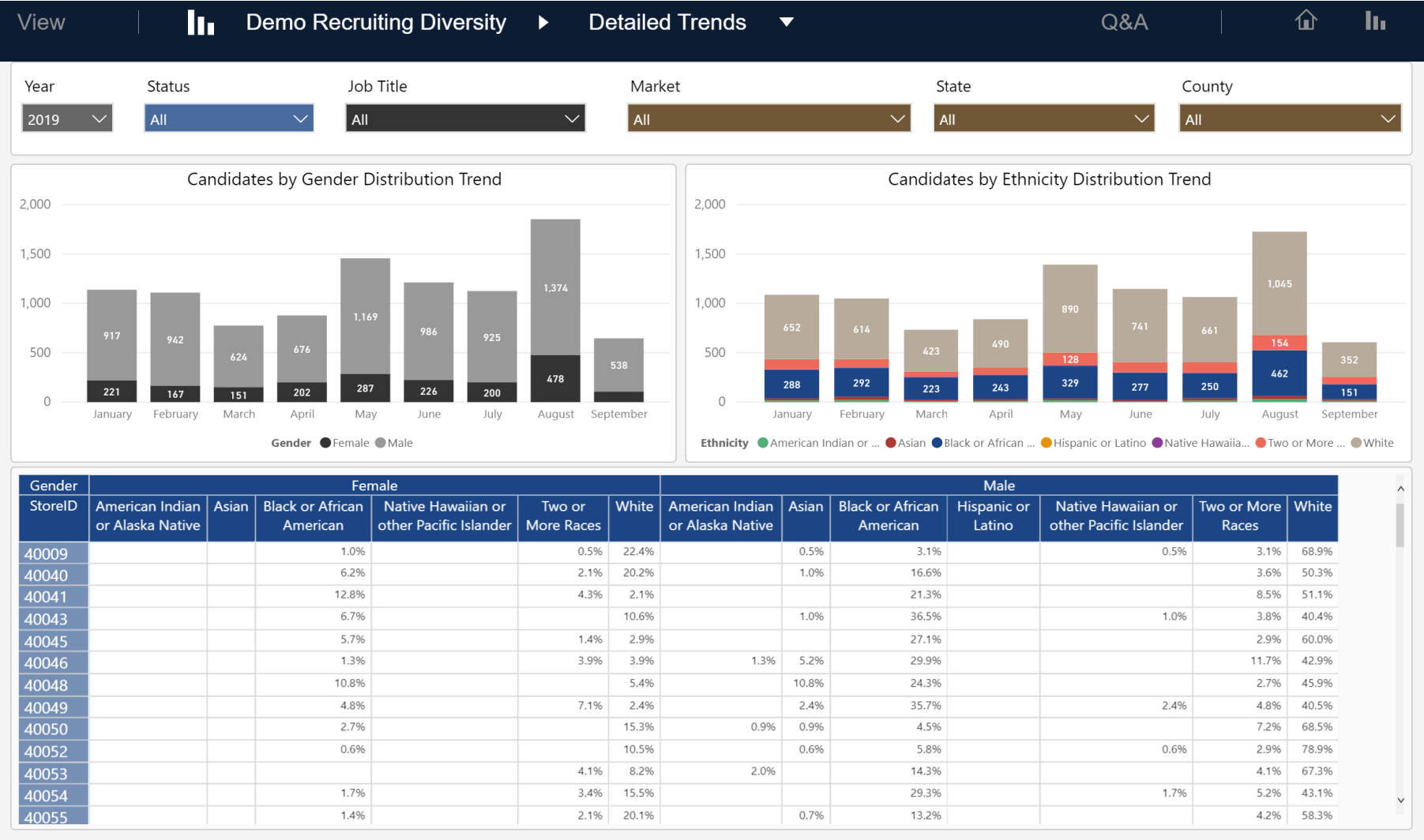
Intentional Approach

- Onboarding suppliers for success
 - Proper alignment
 - Contract terms
 - Insurance requirements
- Candidate strategy
 - Sourcing
 - Outreach

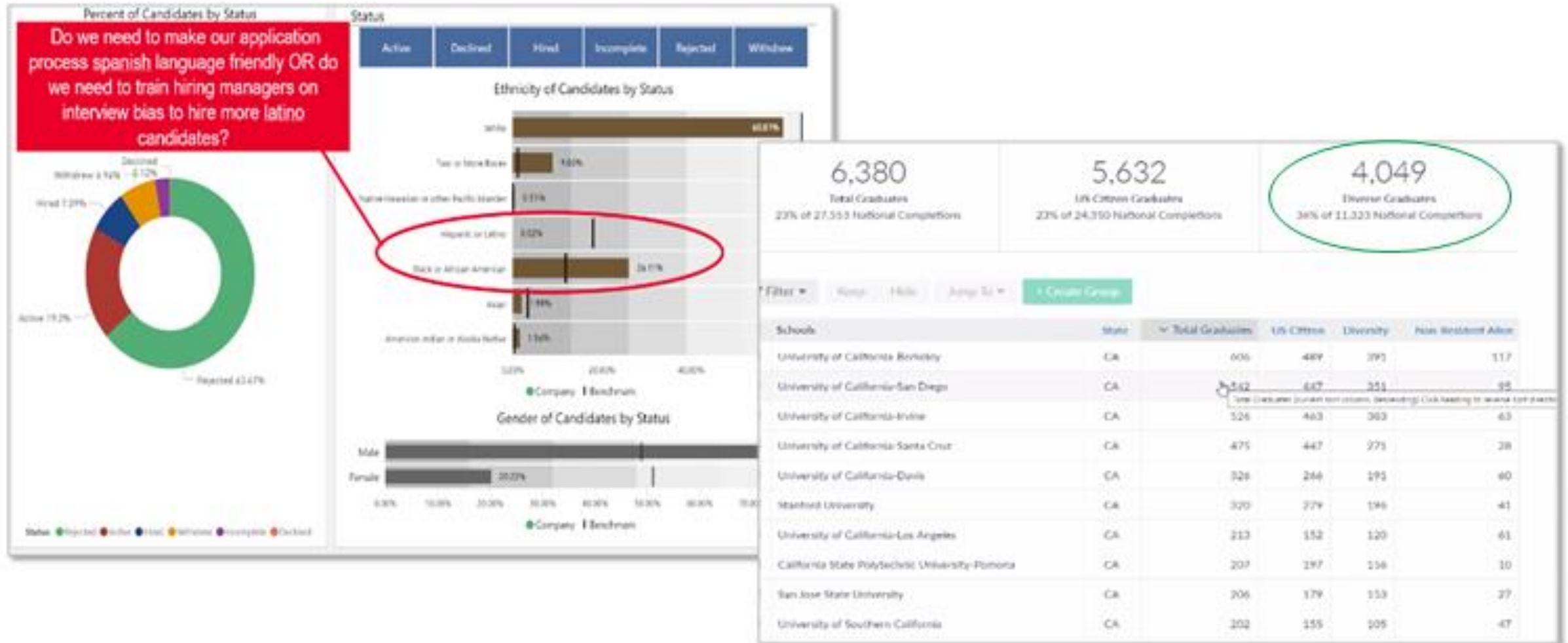
Tracking Results

- Diversity goals
- Workforce diversity and business impact audits
- Diversity recruiting effectiveness audit

Detailed Diversity Hiring Trends



Diversity Recruiting Effectiveness Audit



Candidates/Employees



Fear not



Network, network, network



Know the company, know your power



Thank you!