

Diversity Hiring Program

Staffing & Recruitment

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Designs a diversity-hiring program — goals, inclusive sourcing, bias-reduced selection, and metrics — to help clients hire diverse talent fairly and effectively. Use it to run or advise on diversity hiring. For screening fairness use the Candidate Screening & Shortlisting Guide.

Purpose of this tool & output

Build fair, effective diversity hiring

How the output is used

Use it to build fair, effective diversity hiring — a diversity hiring program across sourcing, screening and inclusion.

Important cautions

Diversity hiring should widen pipelines and reduce bias while remaining merit-based and lawful — avoid tokenism and any unlawful discrimination. Ensure accessibility and reasonable accommodation for persons with disabilities. Measure across the funnel, not just at the top.

Companion documents

- Executive Search Process
- Headhunting / Mapping Strategy
- RPO Model Design
- Leadership Assessment
- Talent Market Mapping

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.