

## DEI and Inclusive Hiring in 2024

In February, we celebrated Black History Month. In the coming months, we'll celebrate Pride, Hispanic Heritage Month, and more. Today, Women's History Month is well underway. While these months are an excellent starting point for engaging conversations, continued education, and the amplification of underrepresented voices, the need for diversity, equity, and inclusion (DEI) doesn't stop when the calendar turns over.

As a human resources company, QTI understands that inclusivity is important year-round, especially in the talent acquisition process. In 2024, it is more important than ever for your organization to evaluate its talent acquisition process to ensure it is equitable and inclusive for all.

### Why is inclusive hiring still important in 2024?

Though DEI initiatives and understanding have increased in organizations across the country, discrimination in the talent acquisition process is still prevalent today. [A 2023 study found that in recent years](#), Black Americans faced similar levels of discrimination in the hiring process as in the 1990s and that discrimination against people of color (POC) has reportedly not improved despite increased knowledge and discussions surrounding DEI.

[Discrimination in the hiring process leads to significant disparities, with a person of color having to submit 50% more applications than their white counterpart to receive a callback.](#)

### What does discrimination in the hiring process look like?

At its core, inclusive hiring recognizes that some applicants, especially those of minority groups, face major barriers to entry in the hiring process.

### Examples of barriers to entry include:



Employers passing over candidates that have traditionally Blacknames in favor of a White counterpart, even if their qualifications are the same.

Candidates from minority groups having reduced access to traditional resume qualifiers, such as quality education, unpaid internships, and fewer network connections.

Racial bias in the interview and decision-making stages, such as perceiving a Black hairstyle as "less professional" than a White hairstyle.



## How can your organization hire inclusively?

The first step to creating a more inclusive talent acquisition process is discussing the hiring barriers to entry with your team. Taking the time to have meaningful discussions, investing in further education, and increasing your number of Certified Diversity Recruiters are all ways to create a more inclusive environment.



*If you feel a candidate is a good fit but doesn't meet the traditional hiring metrics, don't be afraid to dig deeper. We as recruiters are in the position to directly combat discrimination in the hiring process. Don't be afraid to be an advocate!*

*- Jordan Hohl, Certified Diversity Recruiter at The QTI Group*

Factor hiring barriers to entry into your final hiring decision. Often, a candidate with a slightly less impressive resume or education can still be a great fit for your company. With a willingness to look past traditional employment qualifiers, you can expand your candidate pool and find new, diverse talent to add to your team.

Finally, if you work in talent acquisition, be prepared to advocate for clients from minority groups. Recruiters and hiring teams have the unique opportunity to build a diverse workforce and create an inclusive hiring process. Take the time to get to know your applicants and challenge yourself to look beyond a resume. Sometimes, applicants need someone willing to go the extra mile for them.

## About the QTI Group

Founded in 1957 as a small staffing agency, The QTI Group has grown to be a full-service, privately owned human resources firm. QTI's key service areas include staffing, professional, technical, and executive search, and HR consulting. With a QTI has a people first focus and a commitment to helping business reach their full potential through people, The QTI Group is headquartered in Madison, WI and has four branch locations in Wisconsin.