**EDI in the Recruitment Process**

By recruiting professionals from a range of backgrounds businesses gain access to a wide variety of viewpoints and perspectives. Companies with staff from a broad range of backgrounds have been found to outperform firms with a less diverse workforce. Statistics vary but diverse companies are shown that they perform 33% better than companies that are not. By attracting and retaining a diverse range of staff, businesses can identify opportunities and explore new solutions. Developing, implementing and promoting a diversity strategy is the challenge employers now face. Almost three quarters of employers believe that a diverse workforce is important to encourage creative and innovative thinking within the company and more than half believe that having a diverse workforce helps introduce staff with unique skills into the company.

**Sources:**
https://www.robertwalters.co.uk/content/dam/robert-walters/country/united-kingdom/files/whitepapers/Diversity-In-Recruitment-Whitepaper-web.pdf

**Did you know?**
Eliminating gendered keywords in job descriptions, such as “support,” “affectionate,” “leader,” and “aggressive,” can increase the number of applicants by 42 percent.

**Consider:**
Recruiting on the basis of “Culture add” rather than “Culture fit”

“Culture fit” is where an employee recruited for the role has the attitude, beliefs and values that are in line with the organisation core value and culture.

“Culture add” is all of the above but they also bring an aspect of diversity that positively contributes to the organisation and also brings strong potential to further build or add to the organisational cultural and diversity?

**Useful Resources:**

**MQ STAFF**
To ensure our recruitment process is equitable and inclusive, see the [Inclusive Recruitment (Support for Recruiting Managers)](https://www.macquarie.edu.au/careers/employers/inclusive-recruitment-policy) policy.

**MQ FSE**
The following video explains unconscious bias and should be watched by all panel members when shortlisting candidates: [Understanding Unconscious Bias](https://www.youtube.com/watch?v=Understanding%20Unconscious%20Bias)

**GENDER DECODER FOR JOB ADS**
The [Gender Decoder](https://www.genderdecoder.com) helps you to review the language used in an advert to ensure it is not gender-coded.