

# FLEX People Group

**EEON Inclusion and Diversity Summit 2020** 

Presenter: Tiffany Lo, Managing Partner

<u>Start</u>

### What are your defining D&I moments?









"It's 2015, next question? ..."



# Societal System

School Books



University





High School





Media



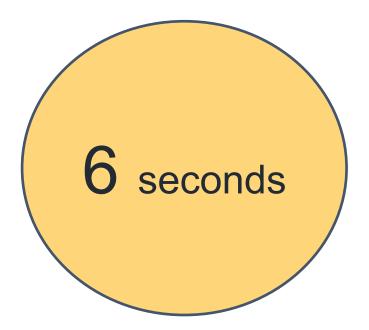
# **Actual Community**



#### **CV** Assessment



On average, how long does a Recruiter take to view a CV



# Tips to reduce Recruitment Bias

1.
Identify Hiring
System and
Process



2.
Develop
measurable
data sets



3. Widen your diversity talent pool



Customise
Assessment
tool to the job



### Partnerships to expand talent reach

#### **Disability**





Job Boards focused on Equity





**Gender – Female Representation** 







#### **LGBTIQ**



**Indigenous & Torres Strait Islander** 





**Graduates and Trainees** 







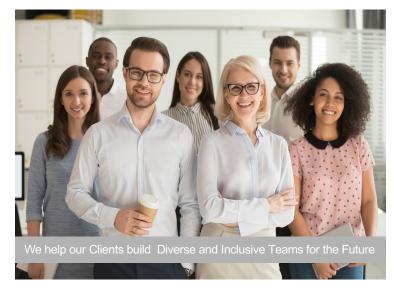
#### FLEX People Group



#### People Solutions For a Better Tomorrow

Flex People Group is a People Consultancy focused on providing practical people-centered HR and talent search services to organizations Australia-wide.

We take an evidence-based and customized approach to candidate assessment, ensuring that biases are eliminated from the hiring process.



Some of our clients including award-winning firms that are taking D&I to the next level.



THANK-YOU

P: 1300 029 837

E: tiffany@flexpeoplegroup.com.au