

FLEX People Group

EEON Inclusion and Diversity Summit 2020

Presenter: Tiffany Lo, Managing Partner

[Start](#)



What are your defining D&I moments?



What are your defining D&I moments?

“It’s 2015, next question? ...”



Societal System

School Books



University



High School



Primary School



Work



Media



Actual Community



CV Assessment

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

A large yellow circle with a dark blue outline, centered on the slide. Inside the circle, the text "6 seconds" is written in a large, black, sans-serif font.

6 seconds

Tips to reduce Recruitment Bias

1.
**Identify Hiring
System and
Process**



2.
**Develop
measurable
data sets**



3.
**Widen your
diversity talent
pool**



4.
**Customise
Assessment
tool to the job**



Partnerships to expand talent reach

Disability



Job Access

Driving disability employment

LGBTIQ



Job Boards focused on Equity

EthicalJobs

beam

Indigenous & Torres Strait Islander



Gender – Female Representation



WORK



Graduates and Trainees



MONASH University



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

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