



Diversity Recruitment



“The best talent can come from anywhere – so by definition, it’s diverse. No one demographic has the market cornered. To have the best talent represented across all levels, we have to interrupt our natural tendencies by becoming aware of our own biases and taking steps to be more deliberate in our decision-making process.”

– Rita Mitjans, Chief Diversity & Corporate Social Responsibility Officer, ADP

Services and solutions to help attract, engage and retain a highly diverse workforce

Diversity in your workforce such as age, gender, race, ethnicity, disability, sexual orientation and veterans can lead to a competitive advantage for your company, which helps you better connect to the communities you serve. The steps you take today to achieve a diverse workforce can have a significant impact on financial performance and allow your organization to use your people’s diverse skills and experiences to provide global services to customers.

A team of AIRS-certified diversity recruiters can help you layer a diversity focus on top of current sourcing strategies as part of the standard recruitment process outsourcing (RPO) service. You can also leverage our optional premium services, including diverse event participation, niche job board postings and hiring process optimization tools.

ADP RPO®’s comprehensive diversity recruitment strategy consists of:



Diversity and Engagement

As the business landscape changes, a workforce strategy that contains a diversity initiative tied to business metrics can help your organization continue to move forward and achieve your business objectives. ADP RPO provides:

- Diversity scorecard to help identify diversity goals and pinpoint areas that influence diversity initiatives and outcomes
- Consultation on diversity and inclusion improvement
- Customized solutions to align with your culture and business goals
- Reporting and metrics on progress throughout the program



On average, top 10 companies have 47.6% women and 31.2% minorities (Blacks, Latinos and Asians) represented in their management. They also have 63% of their managers participating in mentoring programs and 40.2% of employees being members of a least one Employee Resources Group.

– Diversity Inc.





The 50 companies on a Best Workplaces for Diversity list had 24% higher year-over-year revenue growth than non-list winners.

– Fortune How the Best Companies Do Diversity Right by Kim Peters, Michael Busht

Percent of offers with ethnically diverse candidates increased from

44% to 65%

for an R&D-Driven Global Pharmaceutical Company



Gender, ethnicity, veteran and disability focus

achieves slate of female candidates at 52%

by networking, diversity outreach and roundtables



– Provider of Document Management Solutions



Recruitment Outreach and Relationship Building

When you have talent consulting and a customized sourcing strategy supported by expert resources to find and attract top diverse talent, you can help candidates come to understand the importance of diversity and inclusion at your company. Our broad outreach and relationship building provides:

- AIRS-certified diversity and inclusion recruiters
- Advanced sourcing techniques
- Networking opportunities and relationship building through client roundtables
- Strategic partnerships with professional groups and associations
- Enhanced candidate experience



Hiring and Retention

This service focuses on post slate and provides tools and best practices designed to encourage hiring without bias. It also provides resources and training recommendations to help develop your teams, assist in building a culture of diversity and inclusion and share best practices around employee retention. Features include:

- Diversity events calendar
- Focus groups
- Training recommendations for hiring teams focused on diversity recruitment best practices
- Manager accountability and employee engagement best practices, tools and resources

Diversity Program Options:

Diversity Recruiting:

This service provides diversity recruitment consultation including market reports, talent profiles, industry comparisons and market analysis (talent supply). AIRS - certified diversity and inclusion recruiters will execute advanced sourcing techniques and build relationships with networks to help attract diverse talent.

Premium Diversity Recruiting:

This premium offering includes fee-based value enhancements such as offsite event attendance. We will build strategic partnerships with diversity organizations, professional associations and niche job boards on your behalf to help engage candidates.

Additional Services:

- Registration and participation of virtual diversity focused recruitment and networking events
- Training programs for hiring teams focused on diversity recruitment best practices
- Job profile optimization tools

For more information, call 1-800-CALL-ADP (225-5237) or your ADP representative.



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