**Gem**

The State of Diversity in Tech Recruiting

We surveyed 500 Talent Acquisition professionals to understand how they're thinking about diversity hiring—from what their goals and initiatives look like, to how they're tracking diversity through their funnels, to whether they have executive buy-in, to what their biggest barriers are. Below are highlights from the survey. If you want to learn more, you can download the full report **here.**

Around 60% of teams set new diversity goals and created new diversity initiatives in 2021
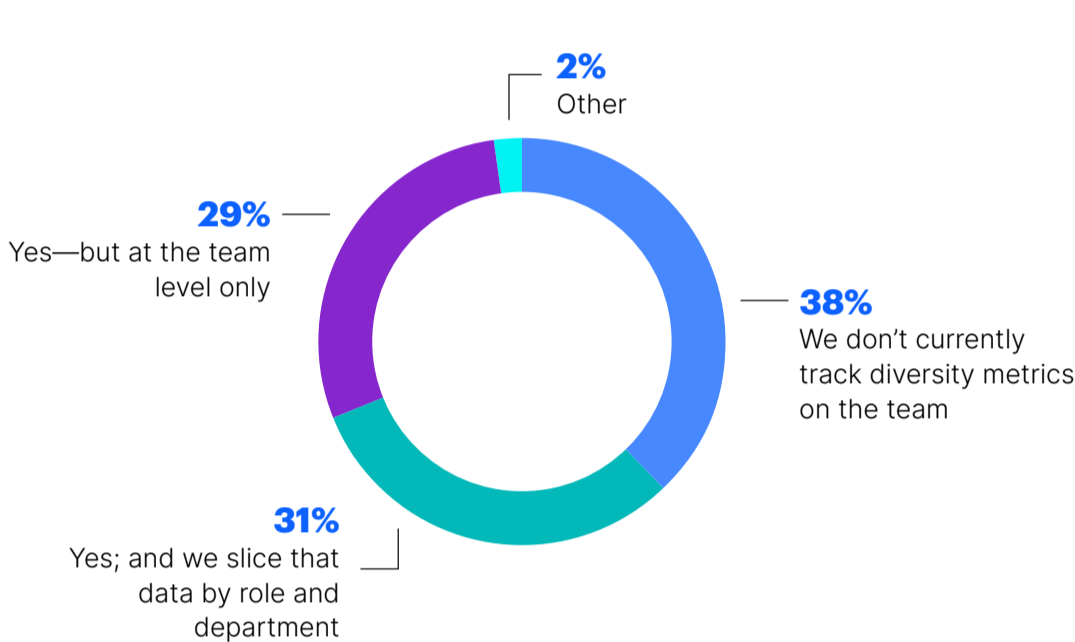
1% Other

39% No

60% Yes
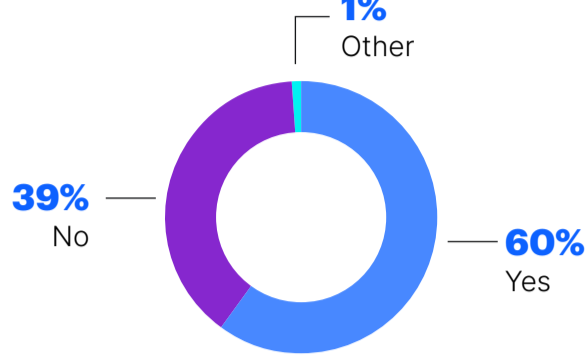
Q
Do your diversity hiring goals look different in 2021 than they did in 2020?

Teams that had no diversity goals or initiatives last year now have them; teams that *had* them say they now have more robust and aggressive ones that will be both *backed* and *tracked* by data. Diversity metrics are being reported to teams and/or published to entire orgs to hold teams accountable in 2021. Initiatives include everything from improving referral programs to supporting ERGS to building out DEI teams internally to taking part in bootcamp and university programs.
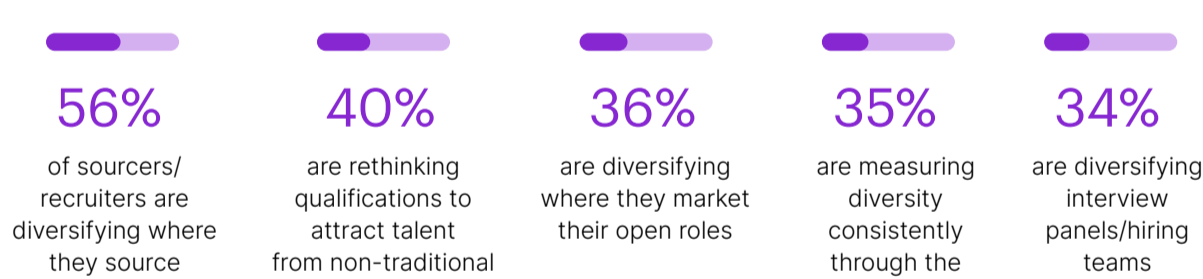
How teams are tracking diversity metrics

Q
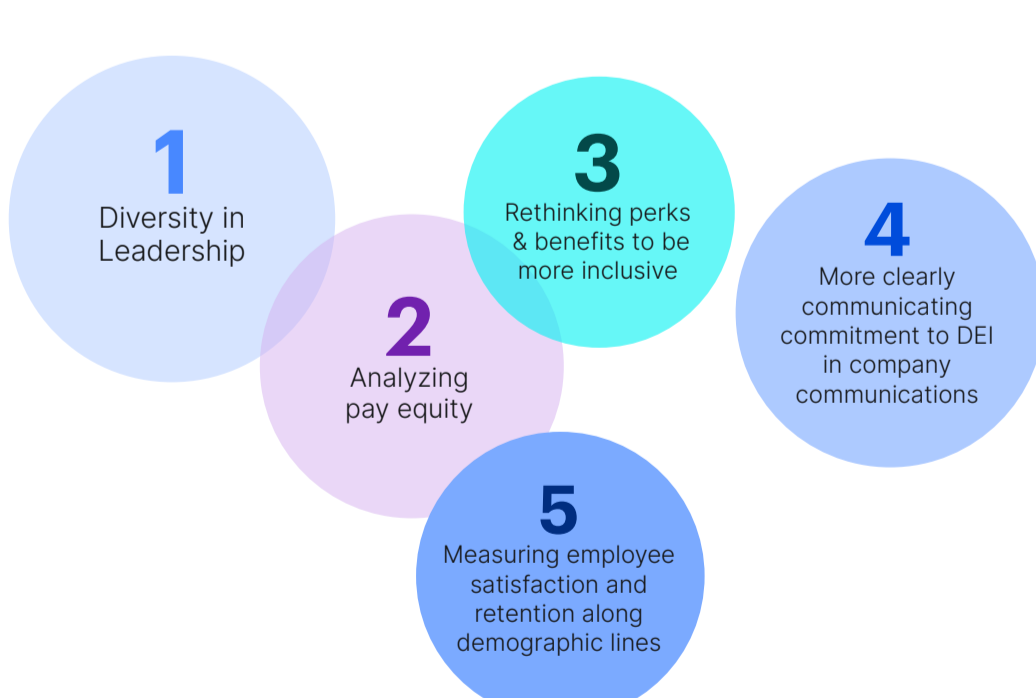**Do you currently track diversity metrics across your team?**

2% Other

29% Yes—but at the team level only

38% We don't currently track diversity metrics on the team

31% Yes; and we slice that data by role and department

Investing in technologies for diversity hiring efforts in 2021

79% Sourcing tools that let you search for underrepresented talent

33% CRMs that allow you to track diversity through the pipeline

42% of teams are investing in technology to support diversity hiring efforts in 2021

10% Blind recruitment/hiring software

31% Text analysis tools that check bias in job postings and job descriptions

5% Online personality assessments

Making hiring processes more equitable

56% of sourcers/ recruiters are diversifying where they source candidates from

40% are rethinking qualifications to attract talent from non-traditional backgrounds

36% are diversifying where they market their open roles

35% are measuring diversity consistently through the pipeline

34% are diversifying interview panels/hiring teams

Q
What organizational practices/internal policies have you initiated in 2021 to support DEI?

1 Diversity in Leadership

2 Analyzing pay equity

3 Rethinking perks & benefits to be more inclusive

4 More clearly communicating commitment to DEI in company communications

5 Measuring employee satisfaction and retention along demographic lines

Top barriers to diversity hiring in 2021

1 Finding underrepresented candidates

2 Moving underrepresented candidates through the funnel

3 Landing on an employee value proposition that speaks to underrepresented talent

5 Lack of diversity hiring initiatives

4 Getting underrepresented candidates to accept our offer