

# Diversity and Inclusion

## Scout Recruiter Survey



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Scout's recruiters work with employers across every region and industry. They are in a unique position to understand what employers are looking for today. So, we surveyed them about the current landscape for diversity and inclusion initiatives. Here's what they told us:

## Diversity recruiting is a priority for hiring companies.

43% of Scout recruiters say D&I is a top priority for the companies they work with. When factoring in those who say it's a priority, the number rises to 87%.

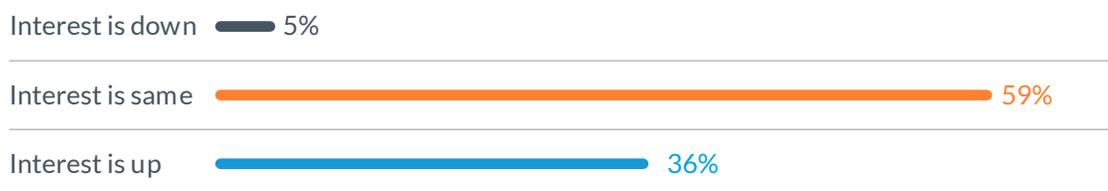
Is D&I a priority for your clients?



## Interest in diversity recruiting is on the rise.

36% say interest in diversity recruiting among clients is up, while 59% say it's about the same. Only 5% say interest has declined.

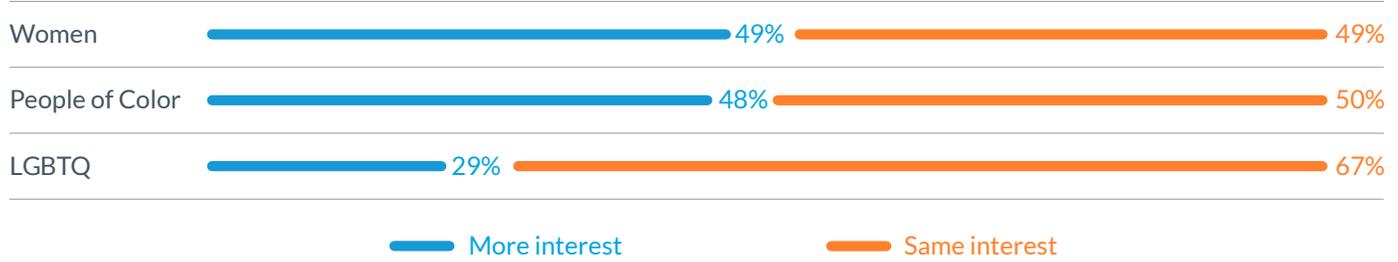
Compared to past years, how interested are companies in diversity recruiting?



## Who do D&I initiatives target? It depends.

Well over nine in ten recruiters say interest in recruiting women, people of color and LGBTQ employees has either increased or stayed the same.

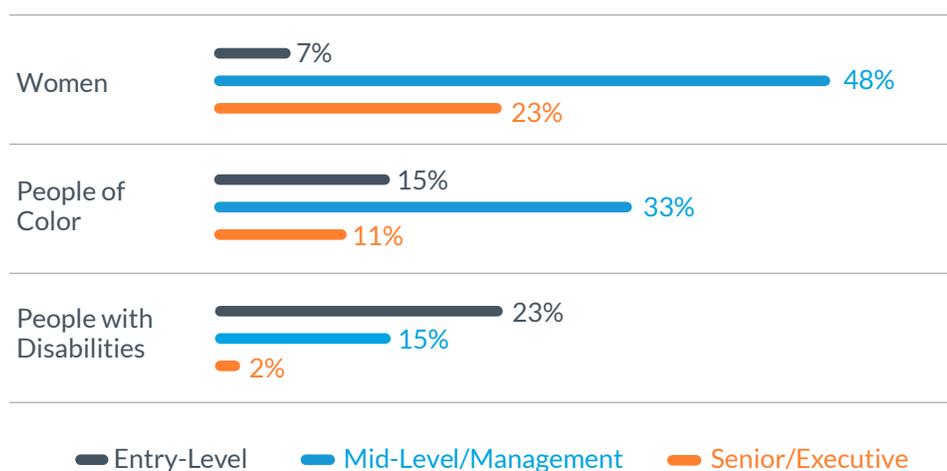
### Diversity Recruiting: Change in Interest



## Who do D&I initiatives target for senior roles?

According to our respondents, women are far more likely to be targeted for senior roles through D&I initiatives than people of color or people with disabilities. Nearly one in four respondents (23%) say diversity initiatives are most likely to target women for senior level/executive roles. Only 11% say the same thing of people of color, while 2% say people with disabilities are targeted for senior roles. Meanwhile, people of color are more than twice as likely to be targeted for entry-level roles as women are.

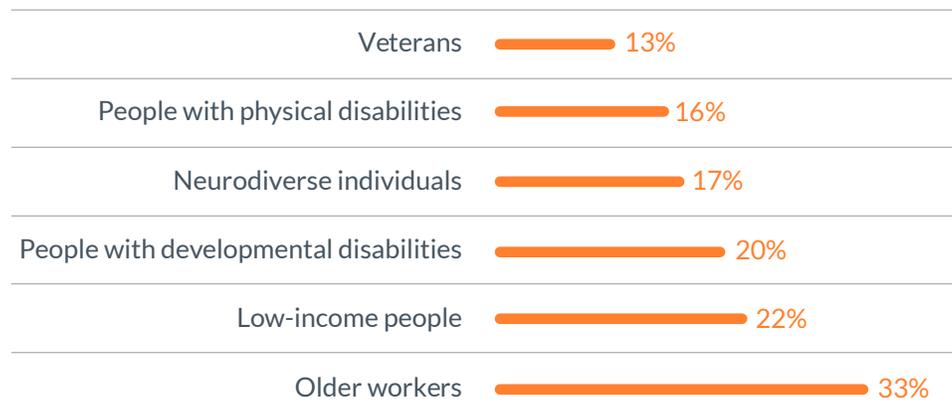
### Job Levels Targeted by D&I Initiatives



## Interest in recruiting some audiences falls.

According to our survey respondents, older workers as a focus for D&I initiatives showed by far the largest drop in interest. Interestingly, 13% also say interest in veterans has dropped, although that may be because veterans' unemployment has dropped below overall unemployment – meaning there are fewer veterans available than in the past.

### Percent of interest decline per category



## Scout recruiters are focused on diversity.

Over 1,100 Scout marketplace recruiters self-identify as certified diversity recruiters. That made us wonder how many of our recruiters have undergone some sort of diversity recruiting training. Among our survey respondents, well over half (56%) say they have participated in specific trainings for diversity recruiting. In addition, 72% say they are experienced recruiting people of color, while 62% have experience with veterans and 38% have experience recruiting people with physical disabilities.

### Have you participated in diversity recruiting training?

