



INCLUSIVE

HIRING IS

NOT A ✓

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ABOUT ME

- VP of Engineering at Apartment List
- Head of DEI
- Mom to a 7 year old daughter



Agenda

01

**What is
inclusive hiring?**

02

**Criteria for
inclusive hiring**

03

**Measuring
Success**

04

**Beyond
Recruiting**



01

What is inclusive hiring?

Why is it important?



**Recruiting
tactic vs**

**Level playing
field**

Why is it important?



**Foundation to
diversity**



**Diversity of
thought**



**Deepens the
pool**



**Enhances
Innovation**



Unconscious Bias & hiring





02

**Criteria for
inclusive
hiring**

Are you ready?



Job Description



- Inclusive Language
- Address Gender Coding (Textio)
- Must-Have requirements
- Impact based JDs
- Inclusive Benefits
- Commitment to DEI

Sourcing




- Be Patient
- Take control of your sourcing
- Bias free sourcing tools (Seekout)
- External Partnerships with DEI focused communities (PathForward)

Interviewing/Evaluation



- Impact based evaluation
- Structured process
- Interviewer Training
- Help set up the candidate for success
- Diverse interview panel
- Action based Scorecard

The background features a series of vertical stripes in red, orange, yellow, green, blue, and purple, set against a black field. Large black circles are partially visible behind the stripes, creating a layered, geometric effect.

03

**Measuring
Success**

Rinse & Repeat



The background features a black field with vertical stripes in red, orange, yellow, green, blue, and purple. Large black circles are partially visible behind the stripes.

02

Beyond Recruiting

You are not done...

50%

Diversity

50% of working employees want their companies to focus more on increasing workplace diversity

37%

Inclusion

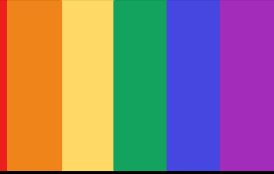
37% of employees leave tech jobs due to unfair treatment

22%

Belonging

22% of employees feel they do not belong due to favoritism and limited career progression

You are just getting started

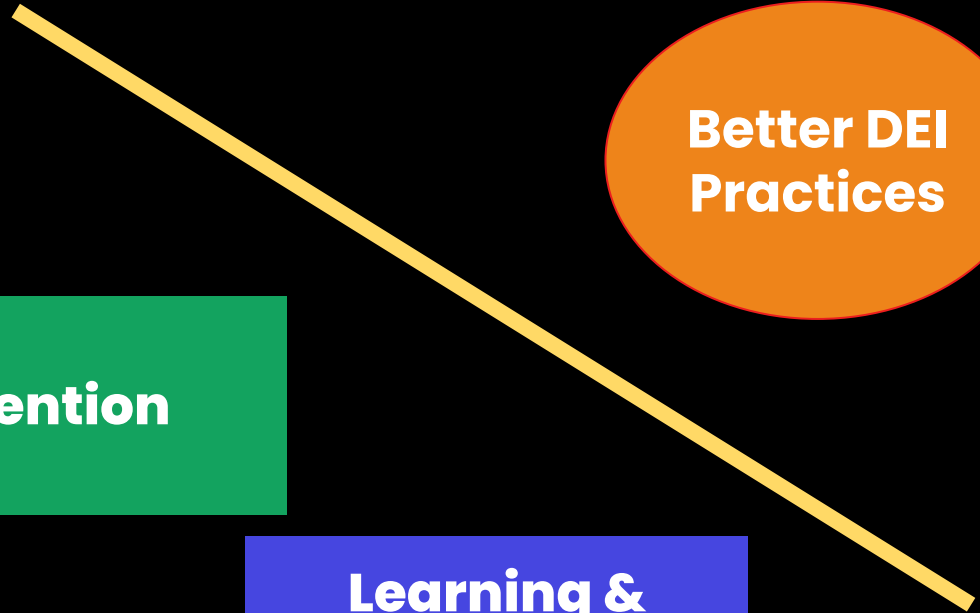


**Vertical &
Horizontal
Career
Opportunities**

Retention

**Learning &
Development**

**Better DEI
Practices**



THANKS!



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