

ONLINE TOOLS TO SUPPORT THE INCLUSIVE HIRING PROCESS

Enhancing inclusive hiring practices is essential for building the highest quality workforce within organizations. Here are several tools designed to support various aspects of the inclusive hiring process:

JOB DESCRIPTION TOOLS

- Textio: Analyzes job descriptions to suggest inclusive language, aiming to attract a diverse candidate pool. [Textio](#)
- Gender Decoder: Identifies gender-coded language in job postings to ensure neutrality and inclusivity. [Gender Decoder](#)

DIVERSE SOURCING PLATFORMS

- WayUp: Connects employers with diverse early-career candidates. [WayUp](#)
- Jopwell: Focuses on advancing careers for Black, Latinx, and Native American talent. [Jopwell](#)

BIAS REDUCTION IN SCREENING

- Pymetrics: Utilizes AI-driven, bias-free assessments to evaluate candidates based on cognitive and emotional attributes. [Pymetrics](#)
- Blendoor: Offers anonymized candidate profiles to minimize unconscious bias during the screening process. [Blendoor](#)

CANDIDATE ASSESSMENT TOOLS

- Applied: Employs anonymized applications and work sample tests to identify top candidates without bias. [Applied](#)

COLLABORATION AND FEEDBACK

- Slack: Can be integrated with hiring tools to facilitate collaborative feedback on candidates. [Slack](#)

Implementing a combination of these tools can help organizations create a more inclusive, equitable, and effective hiring process.