

Diversity, Equity and Inclusion Strategy



Our Goals

We aim to bring diversity into the tech and creative industries through training and education, championing opportunity and coaching for individuals.





Accountability
Transparency



**How Will
We
Achieve It**

**Decision
Making**
Training



Awareness
Community



We will invest in our people

We aim to embed this within the onboarding process for all employees.

We will provide regular training and relevant information to our employees.

We will manage our content

Our content will aim to be representative of everyone, reflected in our job adverts, forums and online content.

We will create a culture of inclusion

We aim to maintain a culture of inclusion and belonging within our company.

We aim to work with our clients to overcome unconscious bias in the hiring process.

We will engage in the community.

We aim to engage with external community partners to reach more people and build relationships.

We aim to promote diversity within the tech and creative industries.

The Detail

People

Training

Pulse polls

Diverse recruitment

Inclusive policies

Performance and growth opportunities

Culture

Pulse polls

Feedback from clients and candidates

Education with clients

Inclusive language

Celebrate diversity

Culture of belonging

Content

Inclusive language

Job advert decoder

Utilise Synergy to remove CV bias

Fair representation in video, social and imagery

Develop tech to support

Community

Engaging with community partners

Seeking opportunity to get involved

Celebrating diversity in the community

Collaborating on projects

Roles and Responsibilities

Managing Director and Partner

Responsible for embedding DEI into the strategy of the company.

Serving as leaders and role models for inclusive leadership.

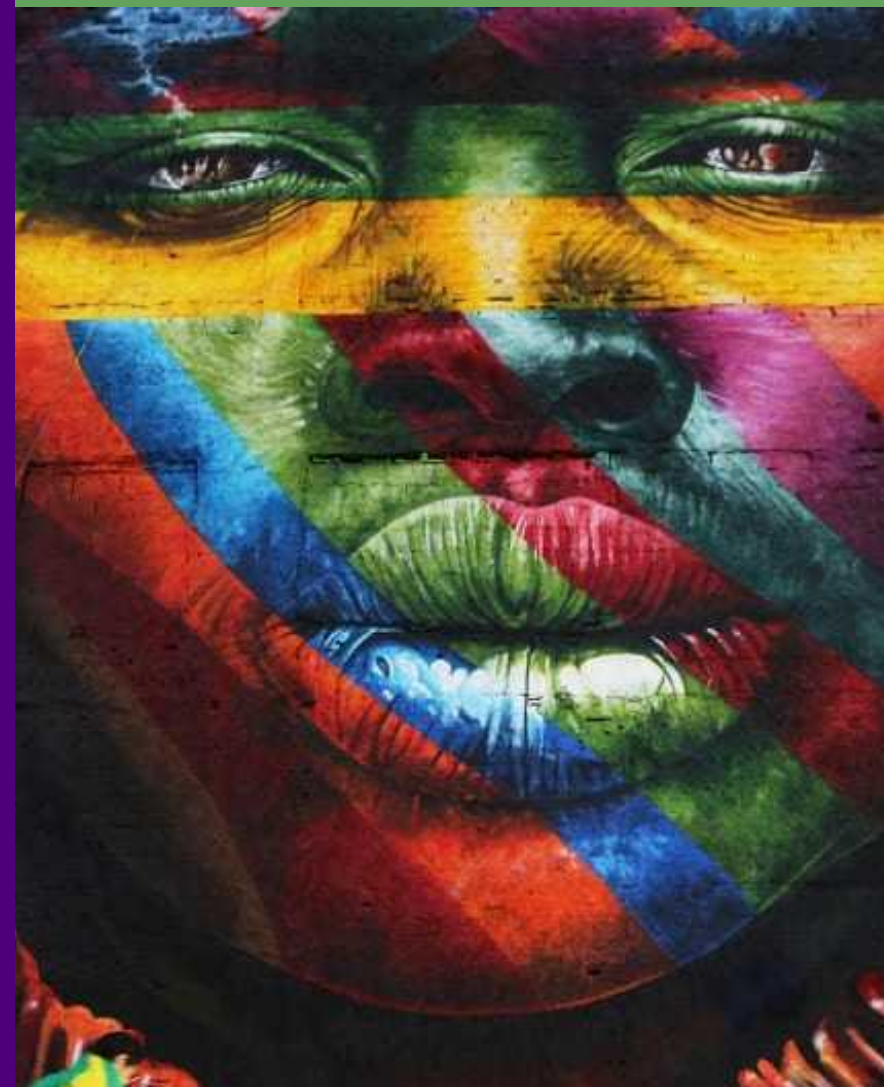


DEI Champion and Operations Manager

Thought leaders who promote and support the DEI strategy on behalf of the company.

Develop training programmes and initiatives for all employees.

Provide resource when and where needed.



Principal Consultants

Responsible for promoting DEI with their job roles and clients.

Promoting DEI within their teams.



Our Mission Statement

We believe in celebrating diversity within our company and our recruitment industries. We engage deeply with our clients and strive to raise awareness of diversity and inclusion within the hiring process.

We maintain a culture of continual learning and improvement and aim to increase the diversity within our company and work with our clients to achieve the same.

As a company, we are committed to ensuring that Digitalent is an inclusive, fair, and welcoming workplace for all.

