



Evolving Strategies for Inclusive Talent Acquisition



November 19, 2024



INTRODUCTIONS

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EVOLVING STRATEGIES FOR INCLUSIVE TALENT ACQUISITION

- ▶ **Advantages of Inclusive Recruiting**
Discover the benefits of hiring diverse teams in our changing landscape.
 - ▶ **Building a Diverse Team**
Explore actionable steps and best practices for a more inclusive and representative workforce.
 - ▶ **Partnership Outcomes**
Review outcomes from PrincetonOne partnerships that highlight outcomes of inclusive hiring strategies.
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ADVANTAGES OF INCLUSIVE RECRUITING IN AN EVOLVING WORKFORCE

BENEFITS OF DIVERSE TEAMS

- Increased creativity and innovation
- Fostered collaboration
- Improved decision making
- Boosted profits and revenue
- Higher retention rates
- Improved company reputation



39%

increased likelihood
of financial
outperformance



69%

of Millennial and Gen
Z workers are likely to
stay five or more
years with a
company that has a
diverse workforce



IMPACTS OF INCLUSIVE TEAMS



**Team Reflecting Diverse
Patient Population**



**Opened Doors to the
Community and Providers**

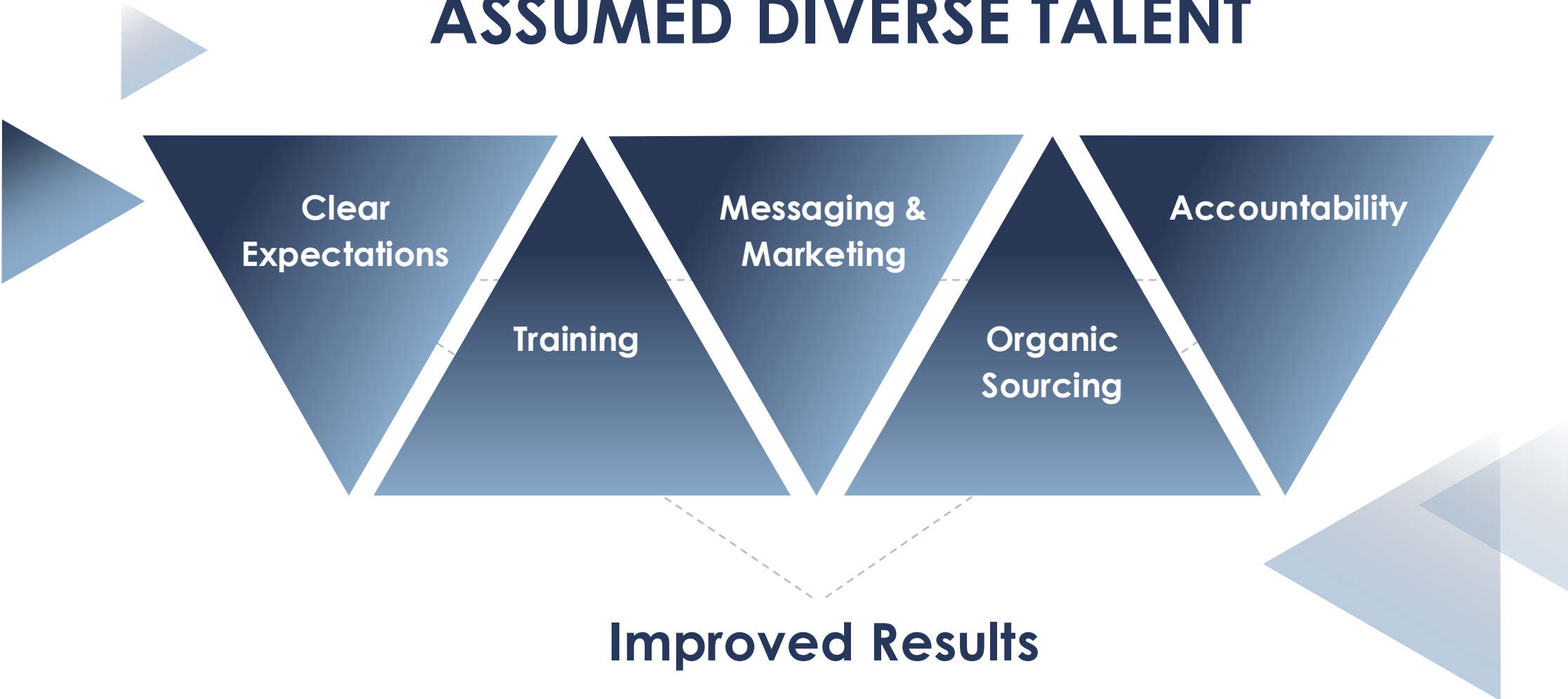


**Increased Collaboration &
Financial Outcomes**



BUILDING A DIVERSE TEAM

IDENTIFYING, ATTRACTING & ENGAGING ASSUMED DIVERSE TALENT



PRINCETONONE'S APPROACH TO DIVERSITY SOLUTIONS

Develop Diverse Pools of Talent by Sourcing Candidates through Diversity Channels

- ✓ Colleges and Universities
- ✓ Fraternities and Sororities
- ✓ Professional Associations / Organizations

Engage With and Attract Top Talent through Targeted, Strategic Messaging

- ✓ Sharing the message of how a candidate will feel like they belong once they join your organization

Support Client Teams in Being Agents of Change

- ✓ Market Mapping & Population Parity Reviews
- ✓ Hiring Manager Consultation
- ✓ EEO Reporting

STRATEGY IN PRACTICE

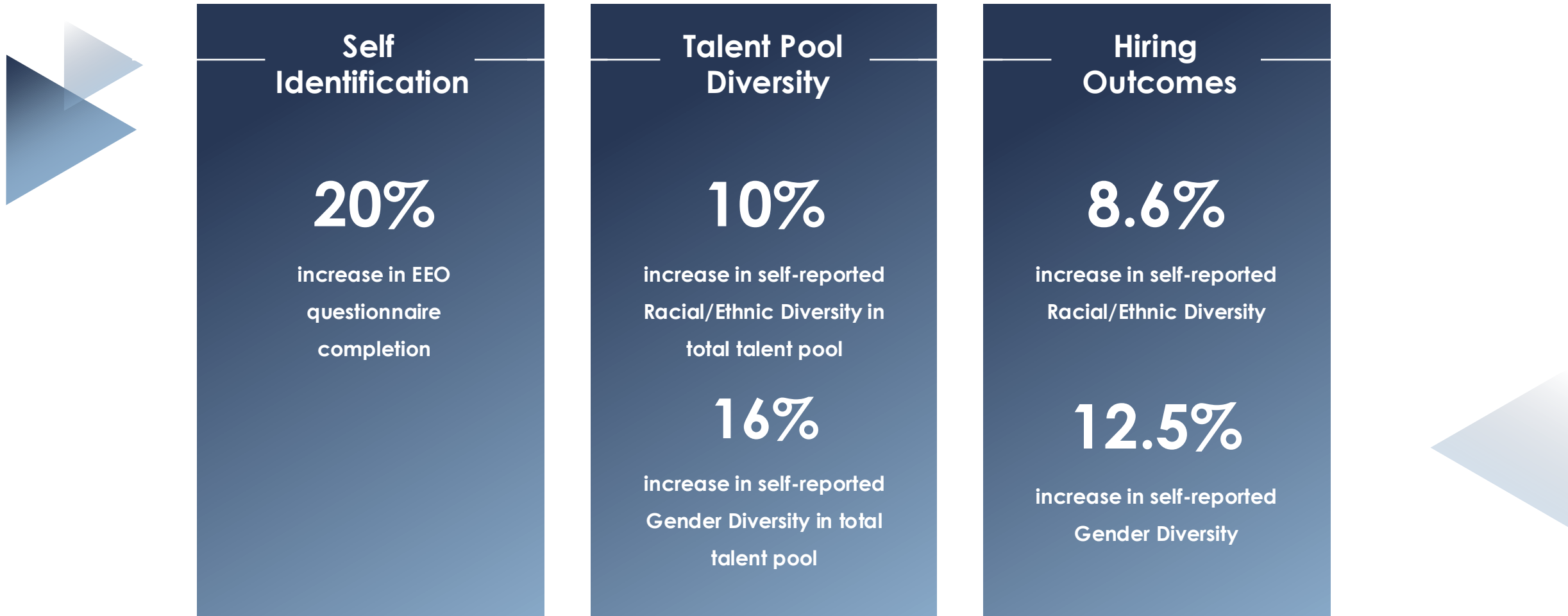
- Job description scrubbing – generic job descriptions to eliminate bias
- Building relationships with diversity channels – create intimacy and trust, not relationships of convenience





PARTNERSHIP OUTCOMES

RESULTS + IMPACT: CLIENT SAMPLE 1



Recruiting Program did not include an inclusive hiring solution at program inception

RESULTS + IMPACT: CLIENT SAMPLE 2



Recruiting Program included an inclusive hiring solution at program inception

KEY TAKEAWAYS

CONCLUSIONS

IT'S HARD WORK.

IT TAKES FOCUS
+ INTENTION.

IT'S WORTH IT.



**QUESTIONS?
LET'S CONNECT.**



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