



The Intersection of Change: Working Together to Drive DE&I in the Contingent Workforce

September 14, 2022

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Audio

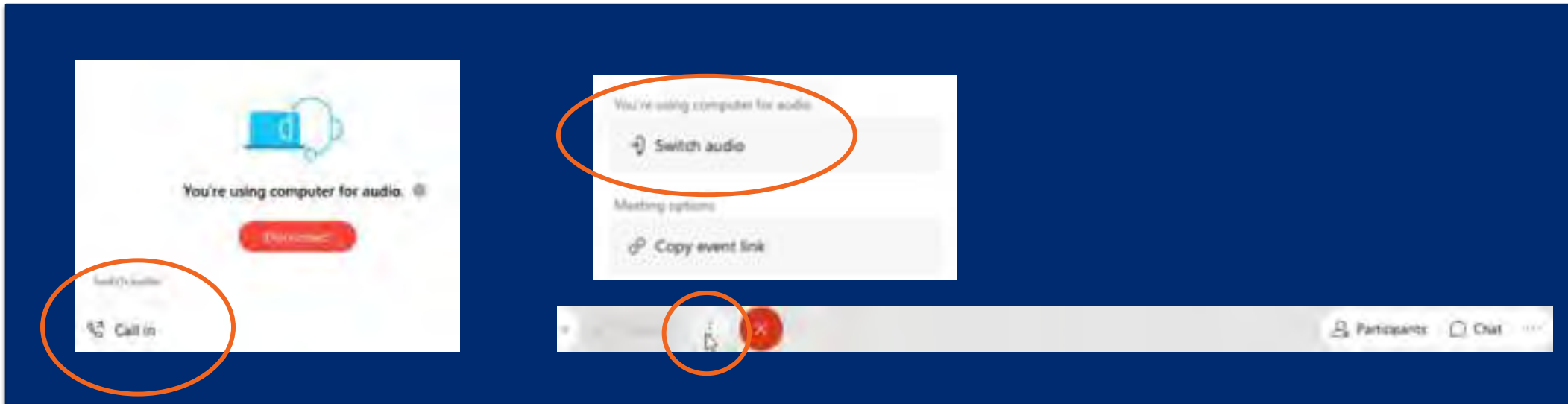
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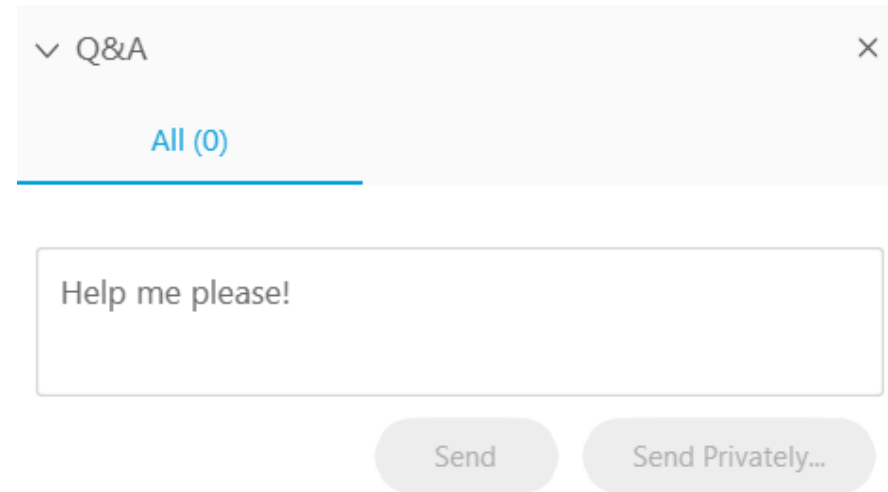


Questions

- Questions may be submitted at any time.
- Click on the **Question Mark section** to open the Q&A window.
- Type your question into the small dialog box and click the Send Button.
- The presentation will be shared with registrants.

Questions?

Please email getwise@procurewise.com.



The screenshot shows a Q&A interface. At the top, there is a header with a dropdown arrow, the text "Q&A", and a close button (X). Below the header, the text "All (0)" is displayed. A large text input field contains the text "Help me please!". Below the input field, there are two buttons: "Send" and "Send Privately...".





Our speakers today...



Tinisha Bookhart

Director of IT & Diversity

Primary Talent Partners



Chad Douglas

Executive Partner

Primary Talent Partners



James Lucier

Executive Vice President

ProcureWise



The Future of Work

DEI: A Growing Workforce Priority

*“...**63% of leaders** expect contingent [workforce] D&I to become a higher priority due to recent social upheaval.”*

The Future of Diversity & Inclusion in the Contingent Workforce

Staffing Industry Analysts | November 2020

(Commissioned by HireTalent & Consciously Unbiased)



Barriers to Progress

One Significant Barrier: Lack of Diversity Data

From the report: Lack of diversity data is the result of failure of the supply of data from staffing partners, demand for data from internal policies, and availability of data from the workers themselves. Among Laggards, the following significant barriers are seen:

- 57% cite lack of information from staffing partners regarding candidate diversity
- 42% believe that their organization mistakenly focuses only on supplier ownership diversity, rather than talent pool diversity
- 38% find limited agreement from their contingent workforce to provide “opt in” data necessary to measure program results

The Future of Diversity & Inclusion in the Contingent Workforce

Staffing Industry Analysts | November 2020



Steps to Success

A Critical Step: Measure & Track

From the report: **Expand and track D&I metrics.** Beyond check-the-box supplier ownership, D&I Leaders track diversity-specific measures including the ratio of diverse candidates hired, presence of diverse candidates in the applicant pool, supplier strategy to capture candidate diversity profile, and supplier outreach to diverse talent sources. Once captured, this data should be tracked yearly against clear goals. Comparing against industry benchmarks will accelerate this process. **Companies that specialize in diversity staffing and hiring can help you get started.**

The Future of Diversity & Inclusion in the Contingent Workforce

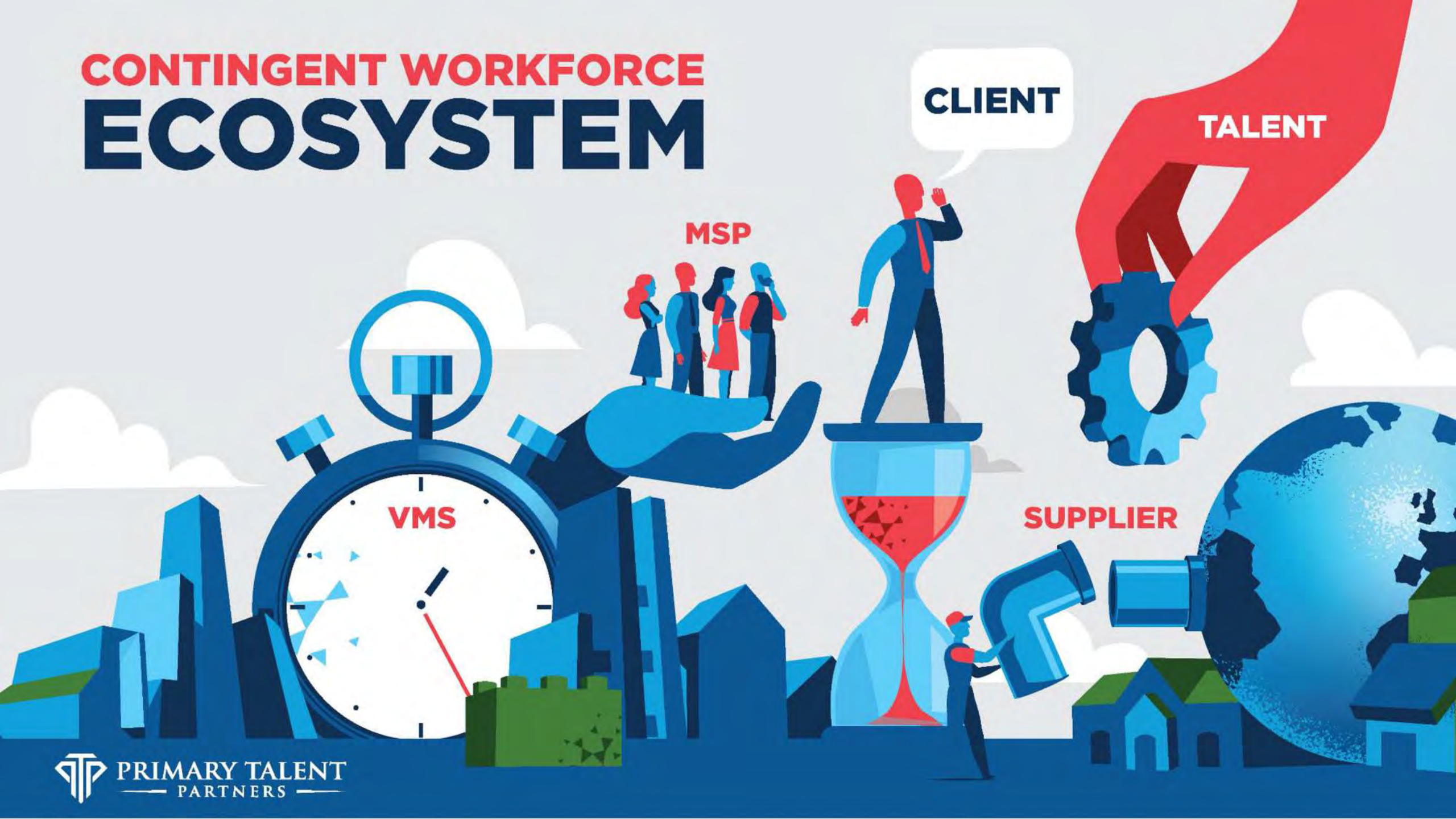
Staffing Industry Analysts | November 2020



The Intersection of Change:
**Coming Together
to Drive DEI in
the Contingent
Workforce**



CONTINGENT WORKFORCE ECOSYSTEM



Current State



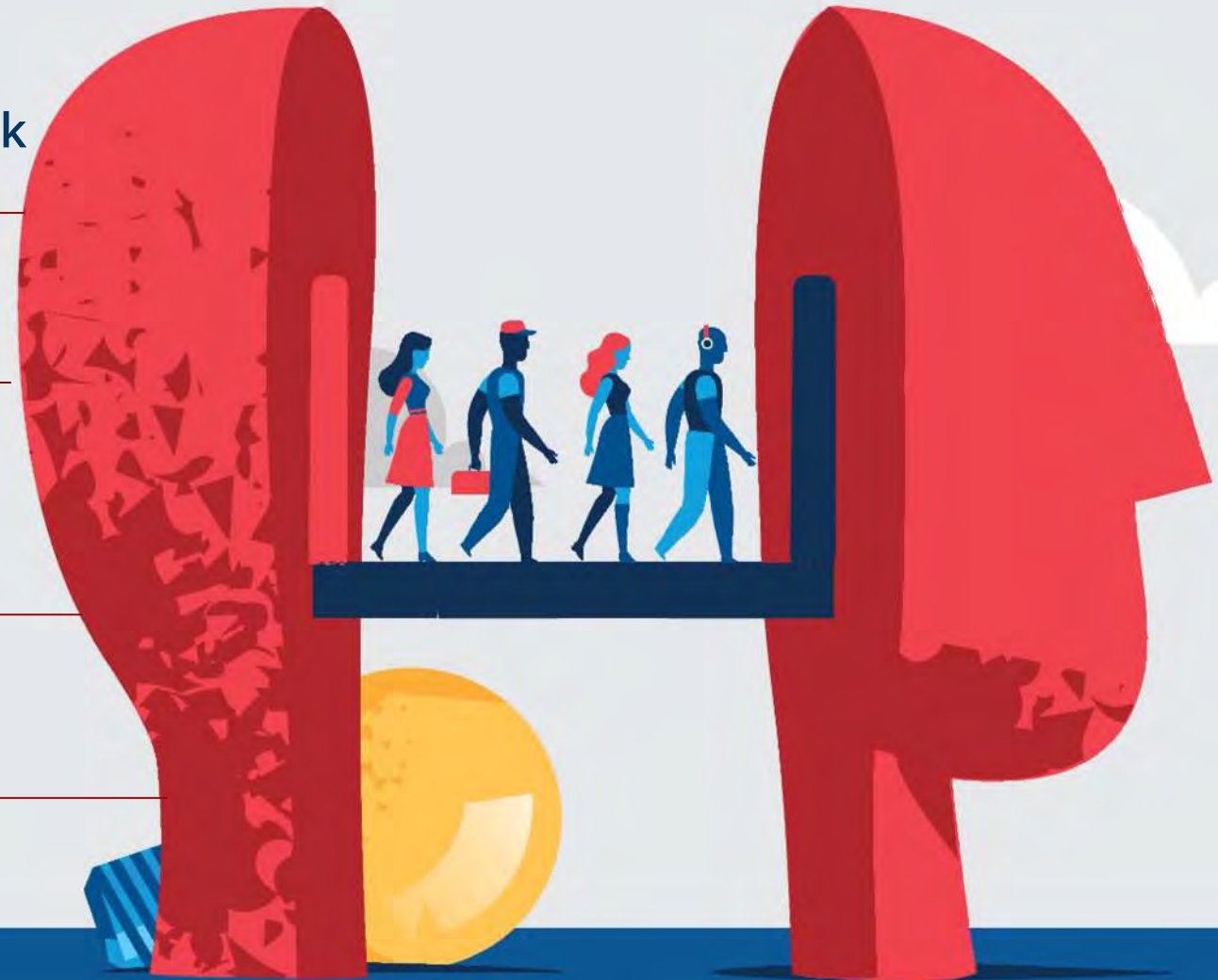
Black and Female STEM Workforce Representation

Less than 5% of the STEM workforce are Black
They are the least represented demographic in STEM

7% of Black STEM workers finish college
Blacks hold only 7% of jobs requiring a bachelors degree, which is half of their population (The Hechinger Report)

$\frac{1}{2}$ the workforce is female, only
27% are in STEM jobs
Women are still underrepresented in STEM occupations (Census.gov)

Diverse companies **perform better**
Companies with above average diversity have 19% higher innovation revenues (Harvard Business Review)



Question #1:

Does your organization have a formal contingent workforce DEI program?



DEI is a Journey

Contingent Workforce DEI Program Enhances Your Competitive Advantage

Cultural Change



Regulatory Compliance

**Level 1
Awareness**

Organization realizes there is a need for DEI in the contingent workforce but has not taken any action.

**Level 2
Planning**

DEI recognized as a business imperative and organization creates a plan.

**Level 3
Implement**

DEI plan has been created and SMART action is taken to implement plan.

**Level 4
Integrate**

DEI initiatives are integrated across the CW program and all people are valued.

**Level 5
Differentiator**

DEI is how things are done. It is embedded into everyday activity, delivers a competitive advantage, and is a strategic differentiator for the organization.

Timeline

Level 1 AWARENESS

Organization realizes there is a need for DEI in the contingent workforce but has not taken any action.

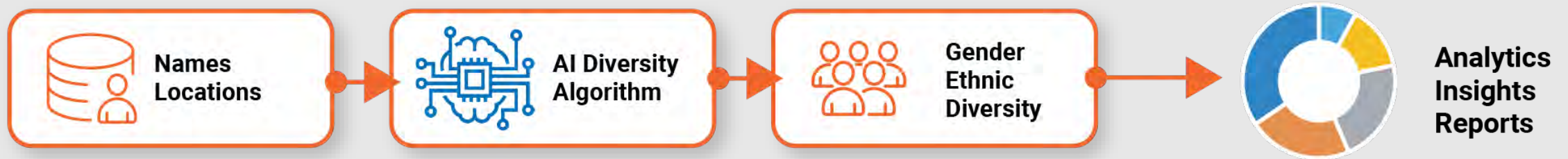
Organization realizes there is an existential need for DEI in the contingent workforce but has not taken any direct action.

- Uncertain of first steps; in discovery mode
- Understand landscape and identify opportunities to improve DEI initiatives
- Meet legislative and regulatory requirements at a local level with a focus on policy

TAKE ACTION

- Get a baseline of existing contingent workforce demographics:
 - Gender
 - Race/Ethnicity
 - Race/Ethnicity by Gender
 - Supplier Analysis
 - +Role Equity
 - +Pay Equity

USING AN AI-POWERED DEI ASSESSMENT PLATFORM TO ASSESS CW DEMOGRAPHICS



With the ProcureWise AI-powered DEI Assessment Platform, we can assess any contingent workforce without the need for voluntary self-identification or voluntary supplier reporting.

This is a simple, non-intrusive way to accurately assess the demographics of any workforce, requiring only a list of worker names and locations. With job titles and pay rates, we can even provide equity and inclusion metrics. And we can provide breakdowns by location, department, and labor categories, and provide a supplier analysis.

Our advanced DEI technology utilizes sociolinguistics to extract semantics and our proprietary, ethical AI algorithm is trained with more 10 million data sets.



Contingent Workforce Diversity Analysis



1. Gender Diversity

- 72% Male
- 28% Female



2. Ethnic Diversity

- 11% African American
- 14% Asian
- 8% Hispanic Latino
- 67% White



3. Female Diversity

- 21% African American
- 18% Asian
- 2% Hispanic Latino
- 59% White



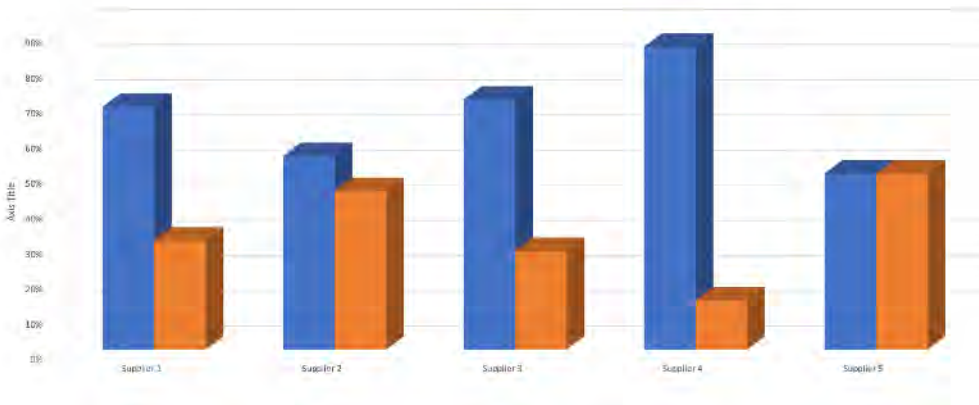
4. Male Diversity

- 16% African American
- 15% Asian
- 8% Hispanic Latino
- 61% White

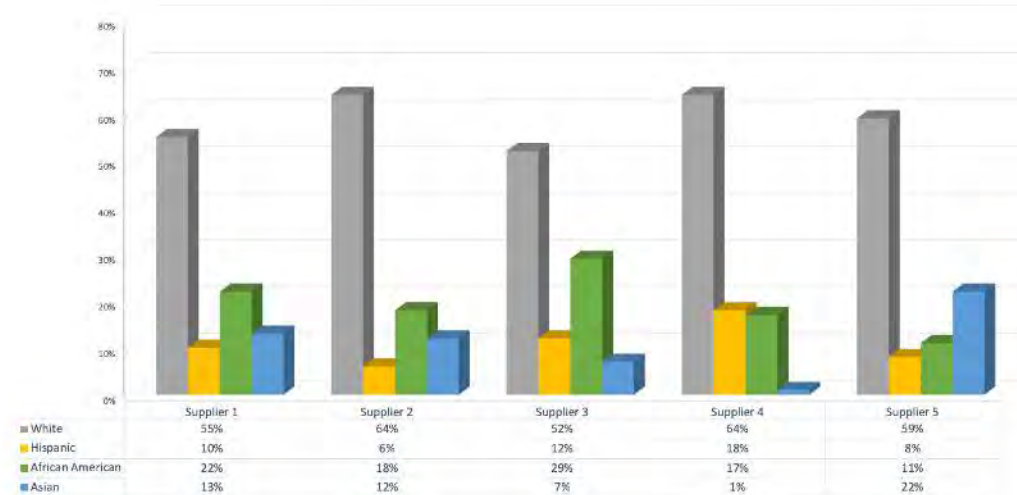


Supplier Performance Analysis

5. Gender Diversity by Supplier



6. Ethnic Diversity by Supplier



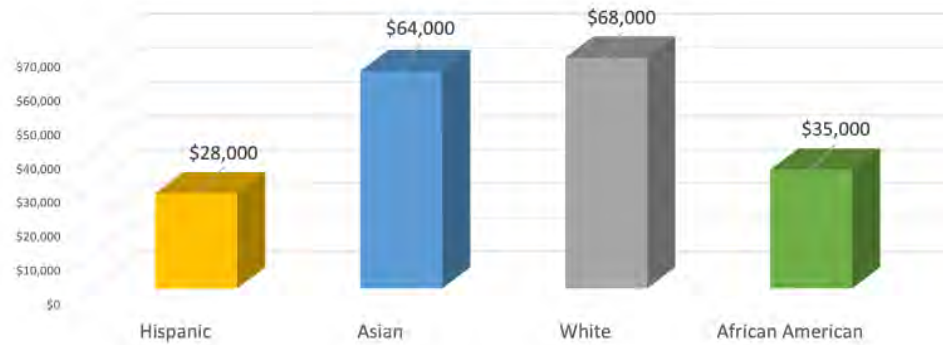


Wage & Role Equity Analysis

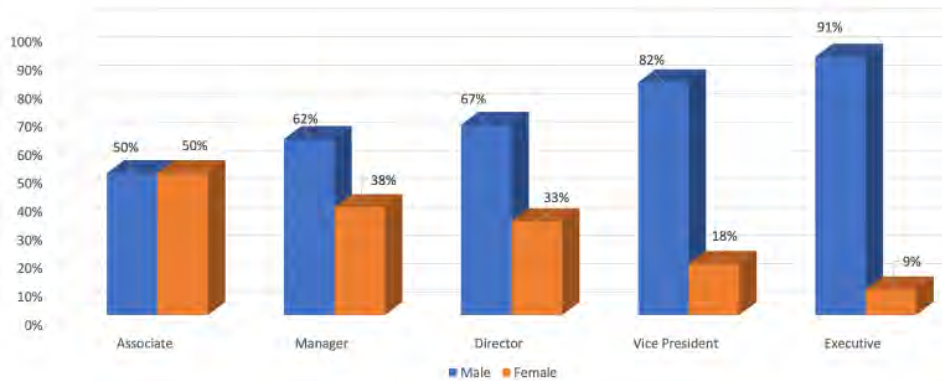
7. Wage Disparity by Gender



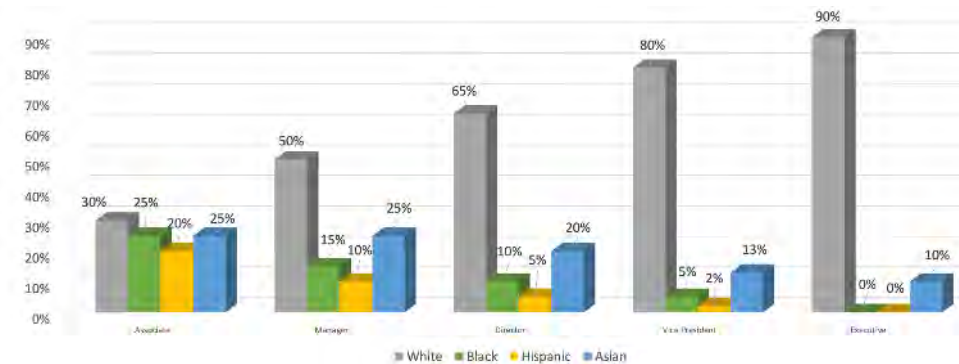
8. Wage Disparity by Ethnicity



9. Role Equity by Gender



10. Role Equity by Ethnicity



LEVEL 2 PLANNING

DEI recognized as a business imperative and organization creates a plan.

Create a contingent workforce DEI plan and prepare stakeholders for action.

- Business case for diversity is clearly developed and communicated
- Well-defined plan is established, including:
 - Specific DEI gaps to address
 - Short- and long-term goals
 - DEI KPIs
- Supplier strategy is developed
 - Capable of supporting diversity initiatives
 - Includes incumbent and new suppliers
 - Offers innovative solutions

TAKE ACTION

- Assess incumbent suppliers
- Vet potential new suppliers
- Consider innovative solutions:
 - Direct Sourcing/
Contingent RPO
 - Stakeholder Training
 - DEI Technology

SELECTING THE RIGHT SUPPLIERS

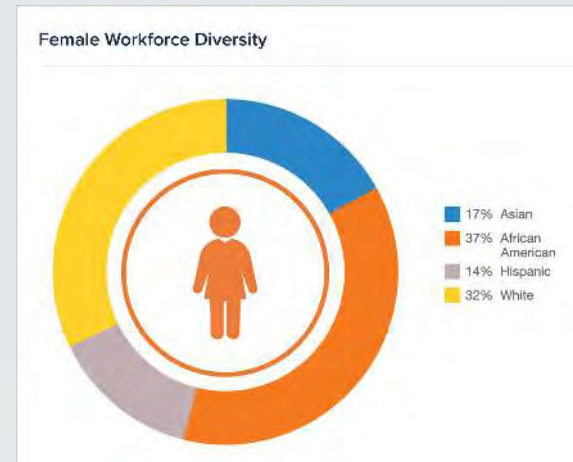
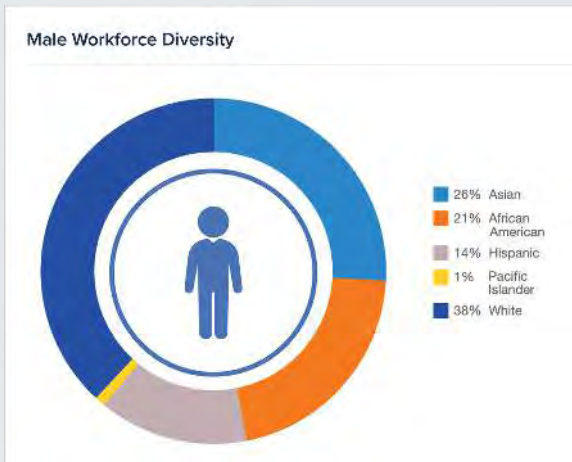
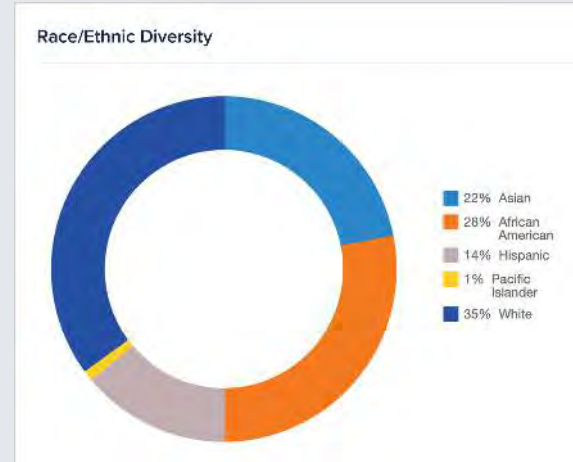
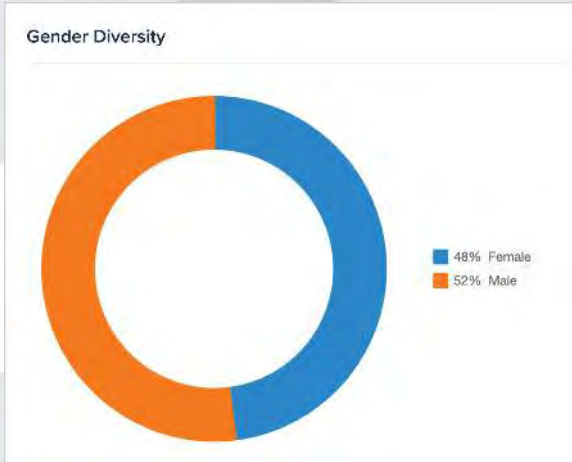
What you should expect from a Strategic Staffing Supplier:

- Commitment to candidate and workforce diversity
- Operational capabilities to support diverse recruiting
- Alignment to your staffing needs and diversity gaps, including the demonstrated ability to deliver:
 - Talent across labor categories and locations
 - Diversity across labor categories and locations
 - Performance in all aspects of the program

TAKE ACTION

- Require evidence of supplier commitment to diversity
- Review supplier scorecards for performance
- Request recent EEO-1 report and/or supplier workforce diversity metrics

THE RIGHT SUPPLIERS ARE TRANSPARENT



Note

- High percentage gender diversity
- High percentage ethnic diversity
- High percentage ethnic diversity by gender
- Proven diversity across multiple MSPs and all programs
- Insightful diversity analytics and actionable diversity intelligence

LEVEL 3 IMPLEMENT

DEI plan has been created and SMART action is taken to implement plan.

A contingent workforce DEI plan is in place; stakeholders are aligned and processes are being put into action.

- Existing CW demographics are known
- Scorecards have been created
- Methodology for measurement is established
- Suppliers aligned to your plan
 - Recruiter diversity certification for X% of recruiters supporting the program
 - Candidate diversity plan in place and shared with client
- Supplier opportunity is aligned to DEI objectives – status, mark-up, etc.

TAKE ACTION

- Mirror the contingent workforce program with the full-time/company DEI program (goals)
- Involve your partners (staffing suppliers, MSP, VMS) to learn best practices and the tools they can provide
- Periodic measurement and review for progress

TALENT + DIVERSITY = PERFORMANCE

Staffing Performance



#1

Overall

#4

Overall

#1

Overall

#1

Professional

#1

Accounting/
Finance

#1

Several
Categories

100%

Candidate
Quality

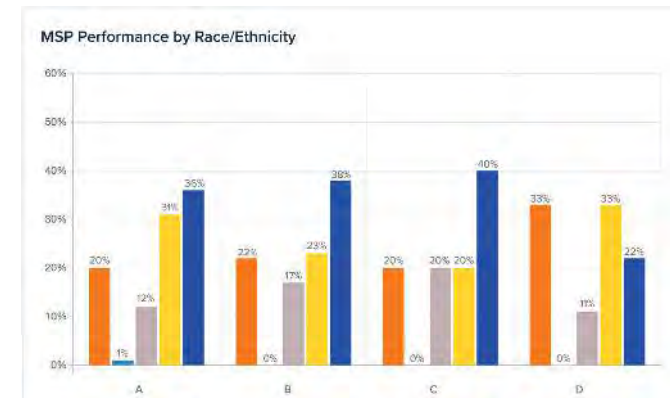
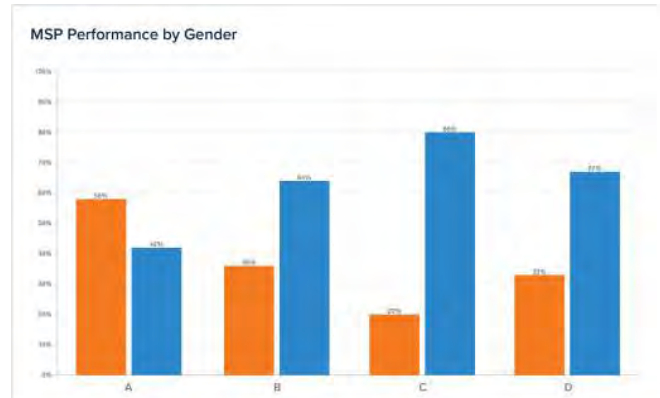
100%

Candidate
Quality

100%

Worker
Quality

Diversity Performance



LEVEL 4 INTEGRATE

DEI initiatives are integrated across the CW program and all people are valued.

DEI initiatives are integrated across the contingent workforce program and all people are valued.

- Supplier scorecards in place and distributed regularly
- CW representation is known and progress toward goals is tracked and reported
- Suppliers have fully embraced DEI and provide innovative solutions
- Data is turned into action: understand negative demographic and attrition trends and put mitigation plans in place
- Difficult discussions take place

TAKE ACTION

- Select MSP and supplier partners and include DEI commitments as part of the RFP process
- Create requirements for all talent providers to maintain an active DEI program that includes tracking and metrics
- Mitigation and action plans applied to suppliers and MSPs if KPIs are not met

LEVEL 5 DIFFERENTIATOR

DEI is how things are done. It is embedded into everyday activity, delivers a competitive advantage, and is a strategic differentiator for the organization.

DEI is a competitive advantage and a strategic differentiator for the organization.

- Representative contingent workforce population
- Total talent workforce DEI program solidifies your organization as an employer-of-choice and a hiring destination
- DEI continues to drive innovation
- All partners that provide talent are maintaining an active DEI program within their respective organizations (it's in their DNA)

TAKE ACTION

- Improve processes and develop innovative solutions to help solve core issues
- Continue to engage with communities and talent to increase diverse pipeline
- **Continuous and ongoing evolution of DEI initiatives and your workforce**

DEI is **WHO** you are...not **WHAT** you do.

QUESTION #2:

At what level is your contingent workforce DEI program?



Recap

- Communicate your DEI goals with all vendors/partners and establish an open dialog to better understand where internal factors could be impacting goals
- Regularly capture and report workforce demographic data and conduct gap analysis sessions when/where applicable; ensure tracking and KPIs are in place
- Rethink your supplier base to include more than just diverse businesses
- Emulate things that are successful in your full-time workforce
- DEI is not a check-the-box initiative; it's ever-changing and evolving

Regardless of where you are in your company
DEI journey, **REMEMBER...** influencing and impacting
change takes process and time.



Q & A

To learn more about the services and technology offered by Primary Talent Partners and ProcureWise, please contact us at:

GetWise@ProcureWise.com



Who We Are



About ProcureWise

As an AI-powered unified total talent platform, ProcureWise provides a single powerful solution to source, manage, and engage external workforce vendors and workers. ProcureWise offers unique capabilities, unsurpassed value, and unmatched support to enable clients and their program teams to procure talent and deliver professional services more effectively and efficiently to achieve organizational objectives, including workforce diversity, equity, and inclusion.

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About Ceipal

Ceipal is an AI-powered SaaS platform that provides full-lifecycle management of the talent acquisition process. The system leverages advanced technology to analyze vast amounts of candidate and employee data, providing actionable insights to meet hiring goals and execute talent strategies.

CEIPAL.COM

