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5 Considerations when Analyzing Diversity In the Hiring Process

1. Are designated groups fairly represented within your candidate pool?
2. Are designated groups fairly represented according to your lines of business?
3. Are designated groups fairly represented according to type and level of positions?
4. Do designated groups tend to cluster into one or more line of business or position type?
5. Are certain designated groups significantly under-represented in the more senior level positions of the organization? (Is there a glass ceiling?)