

DIVERSITY

PUBLIC SECTOR HIRING TRENDS

IN 2021

From 2018 to 2019, we analyzed millions of recruitments through our applicant tracking system that serves city, county, and state governments across the country.

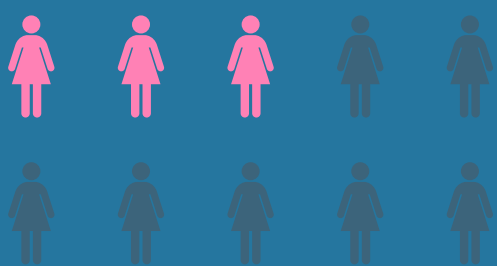
FIRST, THE GOOD NEWS:



25%

of job seekers think government has
MORE FAIR & EQUITABLE hiring
processes than the private sector ¹

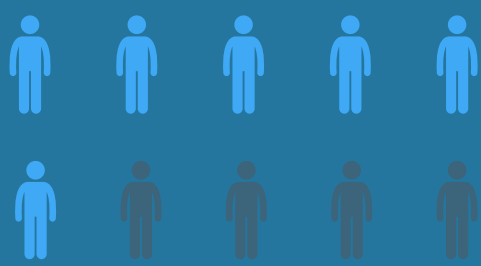
HOWEVER, THERE IS INEQUITY:



3 IN 10

BLACK WOMEN

who are interviewed
are hired



6 IN 10

WHITE MEN

who are interviewed
are hired

WHAT DOES THIS MEAN?

58%
FEWER

ELIGIBLE BLACK WOMEN
are hired compared to
ELIGIBLE WHITE MEN



WHAT CAN H.R. DO?



Redacting personal information
from the application

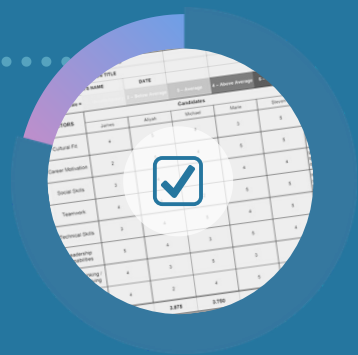
**INCREASES BLACK WOMEN'S
CHANCES OF BEING HIRED BY**

33%

Using a standardized interview rubric

**INCREASES BLACK WOMEN'S
CHANCES OF GETTING HIRED BY**

21%



Head to [NEOGOV.COM/RESOURCES](https://www.neogov.com/resources) to download the full 2021 Diversity in Public Sector Hiring Report and learn more about equitable hiring practices for your organization.