

# Introducing DIVERSITY HEALTH

*A feature of NEOGOV Insight*

Enable your recruiting team to implement equitable hiring practices that complement your overall DEI initiatives.

Available at the job posting and requisition level and built directly into Insight's job health page and dashboard, Diversity Health measures the diversity – or lack thereof – of your applicant pool so you can take immediate action to ensure your organization is evaluating a well-rounded pool of applicants.

## How it Works

Your organization defines which categories will be used to determine the diversity health status of a recruitment based on the ethnicity, gender, and veteran categories that are high priority in your hiring goals. Using US Census data as a starting point, Diversity Health can help you compare demographics of the community your organization serves to demographics of the applicants who apply to your open positions.

For instance, if your city has a Black population of 20%, but only 10% of applicants are Black, the solution will flag the 10% gap. You can then come up with an action plan to increase the number of candidates to more accurately represent your community.

Diversity Health delivers data insights so you can optimize accordingly to achieve your agency's DEI goals.

## Key Features

**Real-time demographic visibility:** View the diversity of candidates who are applying to your job postings by ethnicity, gender, and veteran status

**Backed by US Census data:** Measure candidate applications against US census data specific to your local community

**Customizable:** Set recruiting goals and targets related to the ethnicity, gender, and veteran status of applicants to support your agency's DEI objectives

**Quick Add:** Quickly progress diverse candidates to the first interview stage in the hire workflow, without having to exit the Diversity Health page

