



## Hiring Inclusively – a new data-led, proactive approach

In focusing on their Diversity, Equity and Inclusion ambitions, bp leadership has recognised the critical importance of data and transparency in making real progress. As a result, the team there has implemented a number of data-led initiatives, one of which, Hiring Inclusively, is already showing positive impact only a few months after launch.

Hiring Inclusively was designed in 2021 and implemented in early 2022. It is a programme designed to enhance bp's Talent Acquisition practices in order to achieve bp's Aim 14 for greater diversity, equity and inclusion, and for the company's workforce to reflect the communities in which it operates.

Recognising the importance of speed to hire for candidates and hiring managers, bp's Talent Acquisition and DE&I teams worked together to find a solution that enabled inclusion best practices and efficient hiring practices to work hand in hand.

To achieve this, **bp partnered with an external data provider to help the company better understand the availability of diverse talent with the skills for bp jobs in their communities.** Recruiters now have access to applicant pipeline data enabling a more proactive and inclusive approach.

### How it's done – inclusive recruitment for skills and diversity

For each vacancy, recruiters review internal and external market data and use that insight to determine the diversity aspirations for the role. They develop an inclusive sourcing strategy and then partner with hiring managers on the tools and methods needed to proactively drive an effective recruiting campaign.

In practice, this means that where the market is rich in diverse talent, an expectation for a diverse candidate slate is set and measured. In addition, interview panels are diverse and supported by over 250 members of bp's business resource groups (BRGs) who have been trained to contribute to interviews and play an active role in candidate assessment and selection. This helps to ensure that diverse candidates are fairly considered at all stages of the process. Conversely, where the market is not rich in diverse talent, bp know there's a longer-term investment required in the pipeline and focuses on making that investment through education and training initiatives.

### Impact – early evidence of more diverse hires

Although still a new initiative, early data insights seem to indicate that more diverse hires are indeed made when the Hiring Inclusively guidelines have been followed. bp is excited by this early signal and looks forward to having a bigger data set to assess at the end of the year.

## The recruiter's experience:

**Chad Spears**  
Talent Acquisition Senior Advisor



*"It's a great resource for us. It keeps us informed on the market and focused on our ambition. It's more data, it's more engaged stakeholders and it's more diversity in our process – I'm really pleased with it so far!*

*Working with Hiring Inclusively means I am further enabled and more empowered to partner with my hiring managers and increase diversity in our candidate slates.*

*I believe Hiring Inclusively takes our focus on DE&I to a deeper, more actionable level for everyone in the recruitment process: we now have quick access to market intel in our niche areas; we can more accurately advise and engage in dialogue with our hiring teams; and we have the data and the confidence now to challenge the sourcing and assessment process to ensure diverse talent is fairly considered.*

*Hiring Managers have been receptive and appreciative of the intel and support we are giving. Most genuinely do care about increasing diversity in their teams where those candidates have the best skills for the job and are looking to us as a partner to help them shift the balance.*

*Hiring managers get the benefit of market intel, support for healthy challenge to their assessment of candidates and the opportunity to engage with more candidates."*

