**DEI At Three Across:**

At Three Across, we believe in an inclusive culture, both at our workplace and for our clients whom we work with. Some of the measures at Three Across to bring DEI at heart of everything that an organisation wants from a people and culture perspective.

**1. We Develop a Diverse Candidate Pool**

To ensure a diverse talent pipeline, Three Across proactively seeks out and engage with candidates from various backgrounds. We achieve this through:

* **Leverage Diverse Sourcing Channels**: Utilize niche job boards, online communities, and social media groups that cater to diverse talents.
* **Building Partnerships**: Collaborate with organizations that specialize in supporting underrepresented communities and establish long-term partnerships with them.

**2. At Three Across, we Craft Inclusive Job Descriptions**

Job descriptions should be designed to attract a wide range of candidates. This involves:

* **Avoiding Gender-Specific Language**: Refrain from using industry or gender-specific language that could deter marginalized candidates.
* **Highlighting Company Values**: we believe in Integrity, Inclusivity and Accountability at the helms of what we do.

**3. Implement Bias Awareness Training**

To combat unconscious biases in the hiring process, we provide training for all employees involved in recruitment. This includes:

* **Bias Awareness Training**: Regular training sessions to shed light on unfair hiring practices and promote fair hiring.
* **Blind Hiring Practices**: Strip away identifiable characteristics from resumes that are unrelated to job performance to ensure impartiality.

**4. Standardize the Interview Process**

A structured interview process helps ensure that all candidates are assessed fairly. Internally, we have a well defined by interview process and structure, while for our clients, we understand in detail their process and ensure we follow that process or suggest improvements if required. What we do:

* **Using Standardized Questions**: Develop a set of standardized questions for every candidate to reduce subjectivity.
* **Consistent Evaluation Criteria**: Ensure all candidates are evaluated against the same criteria to minimize bias.

**5. Foster an Inclusive Company Culture**

Creating an inclusive work environment is crucial for retaining diverse talent. Strategies include:

* **Employee Resource Groups (ERGs)**: We are amid establishing internal ERGs for various demographic groups to provide support and advocacy. For our clients, we ensure we understand their DEI ERG’s better before we start to recruit for them.
* **Cultural Competence Training**: Conduct regular training sessions on cultural sensitivity and inclusive communication for our employees.
* **Celebrating Diversity**: Recognize and celebrate cultural festivities to showcase the company's commitment to inclusion.

**6. Utilize Technology**

Technology can play a significant role in reducing biases and improving the efficiency of the recruitment process. Three Across Tech platform considers:

* **Diversity Recruiting Software**: Use AI-powered tools to evaluate candidates impartially and eliminate human biases.
* **Automating Administrative Tasks**: Free up recruiters' time to focus on conscious diversity hiring practices by automating routine tasks.

**7. Set Measurable DEI Goals**

We Establish clear, measurable DEI goals and integrate them into the overall recruitment strategy. This involves:

* **Incorporating DEI Metrics**: Include diversity and inclusion goals as part of recruitment KPIs to promote accountability by every team employee.
* **Regularly Reviewing Progress**: Continuously assess DEI initiatives to identify successful practices and areas needing improvement.
* **Employer Brand Reflects DEI Commitment**: Showcase the company's commitment to DEI through social media and other public platforms to attract top talent.